

DOCUMENT RESUME

ED 112 205

95

CE 005 227

AUTHOR Mannebach, Alfred J.; Lownds, Barbara V.
TITLE A Survey of Employment Opportunities and Community Resources Having Implications for Programs of Vocational Agriculture in Connecticut: Phase 2. Final Report.
INSTITUTION Connecticut Univ., Storrs. Dept. of Higher, Technical, and Adult Education.
SPONS AGENCY Connecticut State Dept. of Education, Hartford. Div. of Vocational Education.; Office of Education (DHEW), Washington, D.C.
REPORT NO VT-102-190
PUB DATE Mar 75
NOTE 210p.
EDRS PRICE MF-\$0.76 HC-\$10.78 Plus Postage
DESCRIPTORS Agricultural Occupations; *Community Resources; Data Analysis; *Employment Opportunities; Employment Projections; *Employment Statistics; Occupational Surveys; State Programs; *State Surveys; Tables (Data); *Vocational Agriculture
IDENTIFIERS *Connecticut

ABSTRACT

The publication is a report of phase 2 of a two-phase project to determine the employment opportunities and community resources in vocational agriculture in Connecticut. The study was designed to enumerate job possibilities, to inform farmers and agricultural firm operators of the vocational agriculture program, and to identify the community resources available to State programs in vocational agriculture. Phase 2, conducted between July 1964 and March 1975, involved the collection, compilation, and reporting of the data, and the dissemination of information about the vocational agriculture program. The tabulated data appearing in the report provide information about current and projected employment, income, and levels of experience and education required for beginning employment. Results of the survey indicate that the employment opportunities in agriculture in the State are increasing at the rate of approximately 3 percent per year. The findings also indicate a large number of resources available in the State that could be utilized to enrich the vocational agriculture program. The major portion of the report is taken up with the presentation and summary of the data. Phase 2 procedures are described, and a summary of the activities of phase 1 also appears. A sample interview schedule is appended along with information about project personnel. (NJ)

ED 112-205

A SURVEY OF EMPLOYMENT OPPORTUNITIES AND
COMMUNITY RESOURCES HAVING IMPLICATIONS FOR PROGRAMS
OF VOCATIONAL AGRICULTURE IN CONNECTICUT: PHASE II

FINAL REPORT

U.S. DEPARTMENT OF HEALTH,
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CE 005 227
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(VT 102 190)

CONNECTICUT STATE DEPARTMENT OF EDUCATION
DIVISION OF VOCATIONAL EDUCATION
RESEARCH AND PLANNING UNIT
HARTFORD, CONNECTICUT

PREFACE

This publication is a report of a study to determine the employment opportunities for persons who have knowledge and skills in agricultural subjects and to determine the community resources available to programs of vocational agriculture in Connecticut. The study was designed to enumerate job possibilities, to determine where job openings in agriculture are located, to inform farmers and agricultural firm operators of the program of vocational agriculture, and to determine what resources in the community could be tapped to enrich the program of vocational agriculture offered in Connecticut.

The need for the study was expressed by Mr. Joseph Murphy, Associate Director, Division of Vocational Education, Connecticut State Department of Education, who expressed the need to know what the future holds for persons who have had training in vocational agriculture. These concerns were indicated at a special session of the Connecticut Consulting Committee for Vocational Agriculture which subsequently recommended that a state-wide survey of employment opportunities be undertaken to determine the need for persons who have knowledge and skill in agricultural subjects.

At the same time, the teachers attending the 1973 Connecticut Vocational Agriculture Teachers' Conference were focusing their attention on improving the supervised occupational experience programs of students enrolled in vocational agriculture. The problems and concerns identified by the teachers regarding the location of training stations and the on-the-job placement experiences of students further validated the need for the study. Involvement of the teachers of vocational agriculture in studying the employment opportunities and identifying community resources was critical, because the teachers were the ones who would profit most from the data collected and the contacts made in the community. It was for these reasons that the teachers of vocational agriculture agreed to conduct interviews during Phase II of the study.

The anticipated outcomes of this survey are: (1) to have available a listing of the population of farms and non-farm agricultural firms which employ people who need knowledge and skill in agricultural subjects; (2) to have systematically up-dated the teachers of vocational agriculture regarding the location and types of employment opportunities available; and (3) to be able to determine the implications of the study on curriculum, location of facilities, types of facilities and equipment needed, and staff training needs.

The completion of the study will provide Connecticut with the foundation data needed to keep the program of vocational agriculture abreast of the changing needs of a dynamic agricultural economy. The project staff is to be commended for their efforts in organizing the project and conducting the work needed to complete the study.

Mr. Roger W. Lawrence
Consultant of Vocational Agriculture

ACKNOWLEDGMENTS

The project director wishes to express his appreciation to those who have contributed to the completion of the study. A sincere thank you is extended to the project staff for their conscientious efforts throughout the study. Special recognition and appreciation is extended to Barbara Lownds, Principal Investigator, who worked beyond the call of duty to see the project through to its completion. Gratitude is also expressed to Holly Foster, Robert Karp, Lyn Martin, Roberta Ohotnicky and Beverly Sims who served as graduate assistants, to David L. Brown, who served as computer programmer, to Charlene Carpenter, Jean Kappers, and Sandra Lytle who served as secretaries for the project, and to the many student helpers who assisted with the project.

The advice and assistance provided by the administration and secretarial staff in the School of Education and in the Department of Higher, Technical and Adult Education is gratefully acknowledged. Particular appreciation is due Dr. Glenn C. Atkyns, Department Head, and Abina Havens, secretary.

Appreciation is extended to Roger W. Lawrence, Agricultural Education Consultant, and Richard C. Wilson, Research and Planning Consultant, Division of Vocational Education, Connecticut State Department of Education, for the direction and assistance in initiating and conducting the study.

The work of the State Vocational Agriculture Consulting Committee in recommending that the study be undertaken and the assistance of the Project Advisory Committee in developing parameters for the study are gratefully acknowledged. Also, the technical assistance provided by the project consultants contributed greatly to the conduct of the study.

Finally, to the teachers of vocational agriculture in Connecticut, for whom this study will have the greatest implications, appreciation is extended for their cooperation in identifying the population lists, refining the interview schedule, attending training sessions, conducting interviews, and submitting completed interview forms for analysis and compilation.

Dr. Alfred J. Mannebach
Project Director

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A SURVEY OF EMPLOYMENT OPPORTUNITIES AND
COMMUNITY RESOURCES HAVING IMPLICATIONS FOR PROGRAMS
OF VOCATIONAL AGRICULTURE IN CONNECTICUT: PHASE II*

Alfred J. Mannebach and Barbara V. Lownds
Department of Higher, Technical and Adult Education
School of Education
University of Connecticut, 1975

Purpose: The purpose of the study was (1) to determine the employment opportunities for persons who have knowledge and skills in agricultural subjects and (2) to determine the community resources available to programs of vocational agriculture in Connecticut. The study was designed to enumerate job possibilities, to determine where job openings in agriculture are located, to inform farmers and agricultural firm operators of the program of vocational agriculture, and to determine what resources in the community could be tapped to enrich the program of vocational agriculture offered in Connecticut.

Method: Phase I consisted of the organization, preparation and development of materials for the survey. Activities included reviewing the literature, determining the population, selecting the sample, designing the survey interview schedule and preparing the teachers of vocational agriculture to interview farmers and agricultural firm operators. Phase II of the study was designed to collect and analyze the data and to write the final report.

Results: Outcomes of Phase I included the compilation of a Summary Review of Literature related to farm and non-farm employment in agriculture, regional listings of farms and agricultural firms, an interview schedule, an interview manual of methods and procedures to be followed, introductory letters, a summary of interview form, a brochure describing the program of vocational agriculture, and teachers of agriculture who were prepared to collect data through personal interviews.

Outcomes of Phase II included a compilation of data regarding current employment, current vacancies, replacements needed in the next five years, the projected work force in 1979, the sex of workers, minimum and maximum weekly earnings, level of experience required for entry employment, formal educational level required for beginning employment, difficulty experienced in hiring qualified workers, and ways in which Connecticut agricultural employees obtain additional training. Data regarding whether or not Connecticut agricultural employers had hired vocational agriculture graduates, were familiar with the vocational agriculture program, or were familiar with the FFA were collected. In addition, data regarding what the vocational agriculture program could do for agricultural employers and what the employers could do for the program of vocational agriculture were also gathered.

Results indicated that the employment opportunities in agriculture in Connecticut are increasing at a rate of approximately three per cent per year. Also, within the state a large number of resources are available which, if tapped, could be used to enrich the program of vocational agriculture offered in Connecticut.

*A study supported by the Connecticut State Department of Education, Division of Vocational Education, through Part C, Research Funds, Public Law 90-576, Vocational Education Amendments of 1968.

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CHAPTER I

INTRODUCTION

This publication is a report of Phase II of a two-phase project to determine the employment opportunities for persons who have knowledge and skills in agricultural subjects and to determine the community resources available to programs of vocational agriculture in Connecticut. The study was designed to enumerate job possibilities, to determine where job openings in agriculture are located, to inform farmers and agricultural firm operators of the program of vocational agriculture, and to determine what resources in the community could be tapped to enrich the program of vocational agriculture offered in Connecticut. Phase I of the study extended from November, 1973, to June, 1974, and Phase II was conducted between July, 1974, and March, 1975.

The objectives of Phase I of the project were to compile a comprehensive review of literature related to farm and agricultural firm employment opportunities and community resources in agriculture, to compile a master list of the names and addresses of farmers and agricultural firms in Connecticut, to random sample from the population a representative number of farmers and agricultural firm operators to be interviewed, to develop an interview schedule, and to develop the interviewing and survey research skills of the teachers of vocational agriculture in Connecticut. Information regarding the accomplishment of the above objectives was reported in the Phase I Final Report. Therefore, much of the information found in that report will not be presented here.

The major purpose of Phase II of the project was to have teachers of vocational agriculture collect in their own regions employment opportunity and community resource data which could be compiled and reported on a statewide as well as a regional basis. Other purposes were to disseminate information about the vocational agriculture program to farmers and agricultural firm operators and to promote interaction between the teacher and the members of the agricultural community.

Background and Rationale

A traditional challenge to vocational education has been to meet the needs of society by providing a well trained and educated labor force. As a result of the 1963 Vocational Education Act¹ and the Vocational Education Amendments of 1968², the primary emphasis in vocational education has shifted from meeting the needs of the labor market to meeting the needs of individuals. Yet, it was recognized that if programs of vocational education were to bridge the gap between the needs of individuals and the needs of the labor market, information regarding both was essential. Needs could be met most effectively to the extent that the individuals were prepared for and could find productive satisfying employment in careers which provided enough remuneration to sustain them. Skills developed in a program of vocational education had to be saleable. To find the demand for personnel with skilled training in occupational areas was a proper function of vocational educators.

A second challenge which confronted vocational educators in agriculture was keeping abreast with the changing nature of the agriculture/

¹Vocational Education Act of 1963, Public Law 88-210, 88th Congress.

²Vocational Education Amendments of 1968, Public Law 90-576, 90th Congress.

agribusiness scene. Food production had become the center of attention of almost all consumers. Specialization was at an all-time high. At the same time, more and more individuals were interested in maintaining their standard of living by producing food or by developing agricultural knowledge and skills whereby they could supplement their incomes.

Another challenge facing the agricultural community was making the public aware of the wide range of agriculture related occupations. Although sometimes agriculture was considered only in terms of farm production, the non-farm agriculture sector offered a variety of employment possibilities. Employment opportunities existed in agricultural communications, conservation, education, processing, recreation, research, and sales and services. As the demand for non-production agricultural skills and services increased there was a changing clientele who wanted, needed and could profit from instruction in agriculture.

The program of vocational agriculture changed to meet the need. As a result of the 1963 legislation, six instructional areas other than production agriculture, or farming, were identified. The six instructional areas were agricultural supply, agricultural products, agricultural resources, agricultural mechanics, ornamental horticulture and forestry. If teachers of vocational agriculture were to offer programs in these areas, they needed to know what employment opportunities existed for graduates, where students could be placed for supervised occupational experience, and what resources on the farms and in the agricultural firms could be used to enhance and enrich the program.

Employers, on the other hand, had to be aware that the program of vocational agriculture existed, that it was a potential source of trained personnel, and that present employees could upgrade their knowledge and

skills by enrolling in adult courses in agriculture. Employers had to be made aware of the benefit they could receive by employing, on a part-time basis, students who were concurrently studying vocational agriculture. They also had to be made aware of the up-to-date resources which they had to offer and the mutual benefits to be derived from cooperative arrangements with the vocational agriculture centers.

The time seemed right for a statewide assessment of employment opportunities for persons having knowledge and skill in agriculture, and of community resources available to those involved in conducting programs of vocational agriculture. The study was designed so that teachers of vocational agriculture would be involved in collecting the data and disseminating information about the program in the regions served by the vocational agriculture centers. This would allow the teachers to observe first hand the employment potential for students and to develop relationships with farmers and agricultural firm operators on a systematic basis.

The project staff would survey the literature, identify the population and sample, develop the interview schedule, train the teachers to conduct the interviews and analyze and report the data. It was with this cooperative arrangement in mind that the project was planned and initiated.

Statement of the Problem

In Connecticut, programs of vocational education in agriculture were offered in fourteen regional vocational agriculture centers and in two local high schools. With the demand for vocational agriculture increasing, as evidenced by increasing enrollments, it was essential to have up-dated, documented data regarding farm and agricultural firm employment opportunities at both state and regional levels. At the state level, such

information was needed to assist in planning and in making decisions regarding programs to be developed, curricula to be offered, facilities to be erected or expanded, equipment to be installed, teachers to be prepared and towns and persons to be served.

At the regional level, information was needed so that teachers of vocational agriculture could guide students into and prepare them for existing employment opportunities in agriculture and so that they could keep current with the changing knowledge and skills required by workers employed in agricultural occupations. Regional data regarding the number and kind of job opportunities available in agriculture would help the teachers of vocational agriculture fulfill the training, supervised occupational experience program, and placement functions of their jobs. In addition, information regarding community resources available on farms and in agricultural firms could provide a base for strengthening the practical, instructional, and experiential aspects of the education of vocational agriculture students.

Data were needed regarding the following: the number of person employed in specific job titles in agriculture, projected numbers required in the future, emerging occupational opportunities in agriculture, and trends regarding the level of training and specialization necessary. Such information would be valuable for more effective planning at the state level, and for improving programs and strengthening relationships among educators, farmers and agricultural firm operators at the local and regional levels.

Objectives

The objectives of Phase I of the project, as stated in the proposal, were as follows:

1. To compile a comprehensive review of literature related to employment opportunities and community resources in agriculture.
2. To compile a master list of the names and addresses of farmers and agricultural firms in Connecticut.
3. To random sample from the population a representative number of farmers and agricultural firm operators to be interviewed.
4. To develop a survey instrument on which to collect data concerning employment opportunities in agriculture, and data that may have implications for program planning and improvement and curriculum development in vocational agriculture.
5. To develop the interviewing and survey research skills of the teachers of vocational agriculture in Connecticut.
6. To initiate data collection in areas having a high sample concentration.

At the end of Phase I, all activities to be accomplished prior to data collection by the teachers of vocational agriculture were completed. Data collection in areas of high population and sample concentration was carried over into Phase II of the survey.

Phase II, the implementation stage of the project, built upon the planning and development initiated in Phase I. Phase II included data collection, computation and analysis, and the writing of summary reports.

The following objectives were accomplished in Phase II of the study:

1. To implement data collection procedures developed in Phase I. Teachers of vocational agriculture will conduct personal interviews with farmers and agricultural firm operators in their regions. Graduate research assistants will assist in data collection in areas of high sample concentration.
2. To compute data and obtain print-outs.
3. To analyze data.
4. To write reports based upon analysis of the data.
5. To write summary and special reports.
6. To write the final report for Phase II.

More specifically, the study was designed to collect information regarding the type of farm, the primary functions and services provided by agricultural firms, the total number of paid and unpaid workers in the business in the course of a year, the new skills needed by employees, the method by which employees get additional training, the new job titles which may become available in the next five years, whether or not the interviewee has hired vocational agriculture graduates in the last ten years, whether or not the interviewee is familiar with the FFA, as well as information regarding what the farmer or agricultural firm operator could do for the program of vocational agriculture and what personnel in the vocational agriculture center could do for the farmer or businessman. In addition, for each job title identified for which knowledge and skill in agriculture was required, data were collected regarding number of workers employed, sex of employees, full, part-time and seasonal employment, current vacancies, educational level required and rates of pay. For specific information regarding questions asked see Appendix A for a copy of the interview schedule.

Definition of Terms

The terms used in the study were defined as follows:

Agricultural Occupation: An occupation in which the worker needs competency in one or more of the primary areas of plant science, animal science, soil science, agricultural mechanization and agricultural business management and marketing.

Agricultural Education: A group of related courses or units of subject matter organized for carrying on learning experiences concerned with preparation for, or upgrading in, occupations requiring knowledge and

skills in agricultural subjects. The functions of agricultural production, agricultural products (processing), ornamental horticulture, forestry, agricultural resources, and the services related thereto, are emphasized in the instruction designed to provide opportunities for pupils to prepare for, or improve, their competencies in agricultural occupations. An agricultural occupation may include one or any combination of these functions.

Agricultural Firm: A non-farm agricultural business whose primary functions are other than plant and animal production, but whose functions and services support the agricultural industry.

○ Combination Farm and Agricultural Firm: A business which includes the activities of a farm and an agricultural firm.

Farm: A business whose primary function is plant or animal production.

Full-Time Employees: Those who work more than 30 hours per week for the majority of the year, and whose primary income is derived from this job.

Part-Time Employees: Those who work in a job for less than 30 hours per week for the majority of the year.

Seasonal Employees: Those who work less than the majority of the year in a job. They may work more or less than 30 hours per week.

Vacancy: A paid position that an employer is actively seeking to fill. If a job has been recently vacated, and the employer is not seeking to fill it, it is not a vacancy.

Vocational Agriculture: A program of instruction in agricultural subjects for both high school students and adults, designed to prepare persons for entry into, and advancement in, agricultural occupations.

Basic Assumptions

The following are the basic assumptions under which the study was conducted:

1. The population of farms and agricultural firms were truly representative of the agricultural economy of Connecticut.
2. Valid and reliable data would be elicited by the interviewers using the interview schedule developed.
3. There would be relative uniformity in the approach used by the interviewers who attended the training sessions.
4. The interviewees would be willing to cooperate and provide the data requested.
5. All interviews would be completed during July and August, 1974.

Limitations of the Study

The following are the principal limitations of the study:

1. The study included only farms and agricultural firms employing one or more paid workers needing knowledge and skills in agricultural subjects. This excluded single operator and family farms and agricultural firms.
2. Non-agricultural firms, agencies, institutions and organizations who employ persons who need agricultural knowledge and skills were not included in the survey.
3. The regions were not equal in total population, number of farms, number of agricultural firms, number of teachers, number of towns served or area.
4. Sampling ratios among regions were not uniform because the number of teachers per region did not correlate with farm and agricultural firm population of the region.

5. Backgrounds and approaches of teachers of vocational agriculture varied from those of the graduate research assistants.
6. The study was conducted during a period of rapid economic change. This factor made it difficult for employers to predict with certainty what future employment opportunities would exist on their farms and in their businesses.

CHAPTER II

METHODS AND PROCEDURES

Summary of Phase I Procedures

The final report of Phase I of the project contained a detailed description of the methodology and outcomes of Phase I. Therefore, only a summary of procedures and outcomes will be presented here.

The study was undertaken as a result of the joint planning of the Connecticut State Department of Education, Division of Vocational Education and the Department of Higher, Technical and Adult Education, School of Education, University of Connecticut. Primary emphasis of the study was to determine employment opportunities and community resources in agriculture as they related to students enrolled in programs of vocational agriculture in Connecticut.

A major focus of the survey was on identifying those areas that would afford the greatest potential for providing employment opportunities for vocational agriculture graduates. Therefore, the study was limited to a survey of the employment opportunities available on farms, in agricultural firms, and in farm-firm combinations that employed one or more agricultural workers.

Non-agricultural firms, agencies, institutions and organizations who employ persons needing agricultural knowledge and skill were not surveyed. It was recognized that by imposing this limitation, many employment opportunities for persons who need knowledge and skill in agriculture would not be identified.

Employment data which presented details of employment in both agricultural and non-agricultural industries were available, however, from

the Region I report¹ of a national study conducted by the Economic Research Service, U. S. Department of Agriculture. The study, based upon census data, was conducted in cooperation with the Bureau of Census, U. S. Department of Commerce; the Office of Education, U. S. Department of Health, Education and Welfare; and the Manpower Administration and Bureau of Labor Statistics, U. S. Department of Labor.

In the report, occupational data were separated into three sections. Section I included occupations that require or utilize agribusiness competencies in any industry where employed. Seventeen occupations which may fall within any of 201 industries were identified. Section II included occupations that require or utilize agribusiness competencies only in selected industries. Fifty-four occupations within 82 selected industries were identified. Section III included occupations within selected industries where some workers require, or utilize agribusiness competencies. Sixty-seven occupations within 82 selected industries were identified in this section.

Data by occupation within industry were presented. For Connecticut, it was estimated that a total of 16,689 workers were included in Section I, 4,755 workers were included in Section II, and 74,220 workers were included in Section III. These data were derived from the 1970 Census of Population taken by the U. S. Bureau of Census. The number of workers was derived from census of population figures based upon the chief activity or primary occupation the respondent was engaged in during the survey week in March, 1970.

The Region I report presented estimates of workers needing agricultural competencies in specific occupations within selected industries.

¹Employment in agricultural and agribusiness occupations. Washington: U. S. Department of Agriculture, Economic Research Service, ERS-571, August, 1974.

Data presented in the Region I report were not comparable with the data found in this report because of difference in data source, definitions, scope, season, year, and occupations selected for study. For a further breakdown of the data compiled and a description of the purposes, methods and limitations of the Region I report, it is suggested that the reader refer to the U. S. Department of Agriculture report.

One of the first tasks confronting the project staff was to determine the population of farmers in the state and to identify the farmers who hired paid workers. In a 1971 study of the feasibility of covering agricultural workers under unemployment compensation,² it was reported that approximately one third of the agricultural producers in Connecticut hired paid workers. The remainder of the farmers relied heavily on family labor, often farming on only a part-time basis. In view of the need to identify employment opportunities, it was necessary to determine which farmers employed hired help.

Since no one source could provide complete lists of the employing producers, several state agencies and private associations were contacted to contribute to the compilation of lists of farm operators. Among those who contributed were the Connecticut State Department of Agriculture, the Cooperative Extensive Service, College of Agriculture and Natural Resources, University of Connecticut; the Agriculture Stabilization and Conservation Service of the United States Department of Agriculture; and the vocational agriculture teachers. With their assistance a population of farmers was obtained from which to draw regional samples.

For the agricultural firms the first step was to determine the category listings (Appendix B) which would be considered agriculturally related.

²Taylor, J. W. and R. O. P. Farrish. The impact of extending unemployment insurance to agriculture in Connecticut, Storrs: University of Connecticut, Department of Agricultural Economics, College of Agriculture and Natural Resources, September, 1973.

An agricultural firm was defined as a business whose primary functions are other than plant and animal production, but whose functions and services support the agricultural industry. Since it was felt that those non-agricultural businesses which may employ some persons needing knowledge and skill in agriculture were too numerous to include in the population, they were excluded from the survey. Initially, the agricultural firm categories were determined from telephone directory listings, and were refined through staff consultations with educational research and agricultural experts. It was assumed that those agricultural firm operators who were actively advertising in the classified section of the most recent telephone directory were likely to be in business at the time of the survey. The categories were submitted to the Project Advisory Committee and to the vocational agriculture teachers for their review and modification.

As the names of farms and businesses were identified each was coded by town. The 169 towns in Connecticut were divided into regions which generally corresponded to the areas served by the vocational agriculture centers. Seventeen regions were designated for the study. Fourteen of the regions were served by the vocational agriculture centers and two by local high schools. In these regions local vocational agriculture teachers were to conduct the survey. One region, with no vocational agriculture center, was to be surveyed by graduate research assistants.

The personal interview was deemed to be the best method of gathering data. The Connecticut vocational agriculture teachers agreed to conduct the interviews during the months of July and August, the beginning of Phase II of the project. It was felt that any biasing effects resulting from the teachers conducting the interviews would be more than offset by the benefits obtained from the interaction of the teacher and the farmer or agricultural firm operator.

Based on the number of interviewers, vocational agriculture teachers in each region, a random sample was drawn using a table of random numbers. Farm and agricultural firm samples were drawn separately according to the ratio of farms to firms in the region. Each teacher was requested to complete twenty interviews. In areas of heavy population and sample concentration, project research assistants were assigned to assist the teachers in the collection of data. The data gathered from these samples were expanded by region, and unequal percentages of samples were statistically weighted for statewide summarization.

Much technical assistance was used in planning and developing the study. The State Vocational Agriculture Consulting Committee (Appendix C) was instrumental in identifying the need for the study and in recommending that it be undertaken. A Project Advisory Committee (Appendix D) composed of educational research and agriculture specialists provided guidance in interview schedule design, category listings for agricultural firms, and general project structure. Consultants, (Appendix E) engaged on a per diem basis for their knowledge and expertise on the areas of research and agriculture, contributed to the definition of terms, methods of identifying farms and agricultural firms, systems of coding, population identifying procedures, interview schedule development and interviewing techniques. The Connecticut teachers of vocational agriculture (Appendix F) helped establish objectives, assisted in the revision of the interview schedule and offered suggestions on sources of population listings. Since the data collected would have the greatest implications for the teachers of vocational agriculture, they were involved in the project from its inception.

During Phase I of the project, several products were developed. A Summary Review of Literature related to employment opportunities and

community resources in agriculture was compiled as background for the study. The review of literature focused on three areas of concern, namely, farms, non-farm agricultural firms and community resources. Included in the summary of farm-related information were past and future employment trends, educational requirements and training needs. The need for training, agricultural competencies and education were summarized in the non-farm section of the review. Types of community resources, reactions of employers to requests for community programs, the need for such programs and how to establish them were described in the final segment.

Regional listings of farms and agricultural firms were prepared to serve as the population for the study. After random samples were drawn, the population lists were made available to the vocational agriculture teachers in their respective regions. The lists had a two-fold purpose: (1) They would facilitate the teachers' collection of data on a continuing basis so that eventually teachers might contact all farms and agricultural firms in their regions, and (2) They would serve as a useful reference for the teachers in continuing school-community interaction and cooperation.

An interview schedule upon which to collect the interview data was developed by the project staff. Drafts of the proposed interview schedule were reviewed periodically by the Project Advisory Committee, the consultants and the vocational agriculture teachers.

A nineteen page Interview Manual was developed by the project staff to present the interviewing methods and procedures to be followed and to detail each item of the survey schedule for consistency and comparability. It was felt that in addition to providing a reference containing approved interview techniques, the manual would be invaluable in answering specific questions pertaining to the instrument design, rationale and application.

Thorough understanding of the purpose of each item and the recording format of the schedule was felt to be essential. The manual was structured to accomplish this goal.

To facilitate the obtaining of interviews, two letters of introduction to the study were developed for the use of the interviewers. The letters which indicated the purpose and importance of the study were signed by Fenton P. Futtner, Commissioner of Agriculture, Connecticut State Department of Agriculture. One letter announcing the interview was to be sent a week or two ahead of the intended visit. The second letter, which was to be carried by the interviewer, confirmed his association with the announced survey and reiterated the importance of the study to the businessman or farmer.

A summary of interview form was developed to aid the teacher in his future contacts with the person interviewed. It was designed to serve as the personal record of the teacher's observations and comments and as his guide to the community resources available on farms and in agricultural firms within his region.

To acquaint the interviewee with regional vocational agriculture programs, a brochure was developed listing the centers where programs are offered, instructional areas in which training is available and whom to contact for information. The brochure was left with the farmer or agricultural firm operator and indicated that the teachers were interested in serving his interests as well as gathering data for the future and benefit of the program.

The teachers of vocational agriculture in Connecticut participated in two half-day interview training sessions prior to Phase II data collection. The purpose of these sessions was to provide the teachers with an overview

of the background, objectives and methods of the study, to develop basic interview techniques, to familiarize the teachers with the interview schedule and related materials, and to provide an opportunity for teachers to ask questions and to express their opinions.

The second interview training session was held during the morning of a statewide conference for all teachers of vocational agriculture. At this meeting, which took place the week before interviewing was to begin, revisions made as a result of the previous input of the teachers were explained. Sample interview schedules were filled out and questions were answered. Lists of farmers and agricultural firm operators to be interviewed were distributed. The session was the culminating activity for Phase I of the project. See the Final Report of Phase I for a more thorough description and/or copies of the materials referred to.

Phase II Procedures

Interviewing. Following the second statewide interview training session, the teachers of vocational agriculture began to interview farmers and agricultural firm operators in their respective regions. For the purpose of the study, towns were assigned to region according to the area generally served by the fourteen regional vocational agriculture centers and the two vocational agriculture departments in local high schools. One additional region, currently not being served by a vocational agriculture center, was designated. Graduate research assistants conducted interviews in that region. A map showing the regional designations and the towns assigned to regions is presented in Appendix G.

Within each regional vocational agriculture center, the teachers cooperatively determined who would interview each farmer or agricultural firm

operator in the sample. In most cases, the agricultural mechanics instructors interviewed agricultural equipment and supply dealers, the animal science instructors interviewed farmers and firm operators concerned with livestock and animal supplies, the plant science instructors interviewed greenhouse, nursery, garden center and golf course operators, and the natural resources instructors interviewed agricultural firm operators employing workers in conservation, forestry, camps, and other natural resource occupations. By using this arrangement, the teachers were able to become more familiar with agricultural personnel in their areas of specialization.

The teachers found the materials developed by the project staff to be very beneficial. The Interview Manual contained answers to many of their questions. The two letters prepared by the project staff helped facilitate the obtaining of interviews, helped set the stage for the interview, confirmed the interviewers' association with the survey and reiterated the importance of the study to the farmer or agricultural firm operator.

Although the original length of the interview was estimated by the project staff to be thirty to forty-five minutes, the teachers reported that the average amount of time spent per interview was one hour or more. Data collection did not always take that long, but the teachers found the farmer or businessman willing to discuss current agricultural problems and the economic situation. Much time was spent on discussing the mutual benefits to be derived from school-community cooperation. Teachers described what the farmer or agricultural firm operator could do to enrich instruction or assist the vocational agriculture program. They also told the interviewers what the vocational agriculture program had to offer them. The time spent in this face-to-face interaction was a planned part of

having the teachers involved in the project. Rapport established during the interview will serve as a basis for cooperation in the future.

The desired goal was for each of the 47 teachers of vocational agriculture to complete 20 interviews, a total of 940 teacher-conducted interviews. It was planned that the data would be collected during the months of July and August, 1974. However, because of the teachers' ongoing involvement with the FFA, professional improvement, curriculum revision, inventory, purchasing, student supervision, reports, records, planning, facility and equipment upkeep, vacations, and other professional activities, the data collection was extended until mid-November, 1974. By September 1, 1974, the original target date for the completion of data collection, 542, or about 58 per cent, of the teacher interviews had been completed. By November 15, 1974, 847, or 90 per cent, of the desired interviews were completed by the teachers. Although some teachers did not complete the desired 20 interviews, 63 per cent did attain that objective and over 97 per cent of the teachers conducted 13 or more interviews. Those teachers who did complete the interviews found the process to be a rewarding, but time consuming experience. Rewards came from the face-to-face interaction and the direct observation of the job potential presented by the farm or agricultural firm. Other rewards resulted from the discussion and understanding of the real problems and concerns faced by the farmers and agricultural businessmen. For the teachers, the interviewing and involvement in the project were valuable experiences.

The teacher interviews were supplemented by interviews conducted by graduate assistants in regions with a large population of farms and agricultural firms. Graduate assistants also interviewed in the region in which no vocational agriculture center was located. The graduate

assistants conducted a total of 242 interviews which they completed during July and August, 1974.

While collecting the data needed for the survey the graduate assistants were able to provide the interviewee with a general overview of the vocational agriculture program. They were, however, unable to provide the specific information about the vocational agriculture program that a teacher could offer. Their participation increased the total number of interviews completed to 1,089 and increased the sample size in regions having large populations. Although data were expanded on a regional basis with a wide variation in sample to population ratio, the overall state total of 1,089 completed interviews represented a sample of approximately 26 per cent of the farms and agricultural firms identified in the study as employing paid workers during the survey period.

Data processing. At the University of Connecticut, the project staff edited, coded and key punched the data which were programmed for computer processing. Printouts were analyzed, synthesized and presented in several formats. Statewide data are presented in this report. Regional summaries were compiled and made available to the regional vocational agriculture centers and State Department of Education personnel. Summary brochures were prepared for a broader distribution throughout the state. Meetings were planned with teachers in the regional vocational agriculture centers to discuss the results of the survey and to plan future action based upon the implications of the study.

CHAPTER III

PRESENTATION OF DATA

Tables 1 through 23 contain employment opportunity and community resources data collected in the study. The data were summarized and are presented in three categories: Farm, Agricultural Firm and Combination Farm and Agricultural Firm. For the most part, employment data within categories were assigned to eight instructional areas as outlined in the 1970 edition of "Standard Terminology for Curriculum and Instruction in Local and State School Systems," compiled by the U.S. Office of Education, U.S. Department of Health, Education and Welfare.

Much of the employment data was presented by instructional area because in Connecticut, teachers of vocational agriculture are prepared to teach in specialty areas, curricula and courses are organized by instructional area, and students can more realistically prepare for existing and future occupational opportunities by following a course of study within a given instructional area.

Farm data were collected from employers engaged in agricultural production. A farm was defined as a business whose primary function is plant or animal production.

Agricultural Firm data were collected from employers engaged in businesses in one of the eight instructional areas. Listed below are the instructional areas and some examples of businesses or services within each area.

1. Agricultural Production (non-farm) which included pet shops, veterinary services, livestock sales and services, farm management services and animal breeding, buying, grooming and training.

2. Agricultural Supplies and Services which included agricultural chemicals, feeds, seeds, fertilizers and other agricultural supplies and services.
3. Agricultural Mechanics which included agricultural power and machinery, agricultural structures and conveniences, soil management, water management, agricultural mechanics skills, agricultural construction and maintenance, agricultural electrification and other agricultural mechanics.
4. Agricultural Products (food processing) which included marketing and processing of meat, fish, poultry and eggs, dairy products, fruits and vegetables.
5. Ornamental Horticulture which included arboriculture, floriculture, greenhouse operation and management, nursery operation and management, landscaping, and turf management.
6. Renewable Natural Resources which included parks, camps, fish, golf courses, recreation and wildlife.
7. Forestry which included the production and processing of trees and forest products.
8. Other Agriculture which included products, sales or services not classified elsewhere.

A Combination Farm and Agricultural Firm was engaged both in production and in the activities related to one or more of the instructional areas defined above.

In addition to being presented by category, the data were presented by job title to provide greater detail regarding specific jobs.

Emphasis of the study was on jobs which would afford full-time employment opportunities for graduates of vocational agriculture programs. In addition, employment data were collected for part-time and seasonal

workers. These data would provide the teachers with information regarding jobs in which vocational agriculture students could be placed for supervised occupational experience.

Data in Table 1 show the estimated total annual workforce of Connecticut farms and agricultural firms employing paid workers in 1974. The total includes all workers in the business during the course of the year, full-time, part-time, seasonal, in short, all payroll entries plus family and unpaid volunteer workers. No regard is given to length of employment or knowledge and skill in agriculture.

For all categories, the total number of workers was 80,316. Of these 76,598 were paid workers, while 3,718 were unpaid. The largest number of workers, an estimated 32,789, were found on farms during the course of the year. Paid workers numbered 31,774 and unpaid workers, 1,015.

Agricultural firms employed an estimated 29,734 workers, of whom 27,992 were paid and 1,742 unpaid. The total number of workers in combination farm and agricultural firms was 17,793, which included 16,832 paid workers and 961 unpaid family or volunteer workers. The total number of workers, the total paid workers and the total unpaid workers by instructional area within each of the three categories are also shown in Table 1.

Data in Table 2 show the estimated number of full-time workers identified as needing knowledge and skill in agriculture on Connecticut farms and in agricultural firms employing paid workers in 1974. Current employment on farms was 5,406; in agricultural firms, 11,263; and in combination farm and agricultural firms, 5,125. For all categories, the current employment of full-time workers needing knowledge and skill in agriculture was 21,794. It should be noted that the current employment of workers employed in agricultural firms is greater than the current employment on farms and combination farm and agricultural firms.

TABLE 1

ESTIMATED TOTAL ANNUAL WORKFORCE OF CONNECTICUT FARMS AND
AGRICULTURAL FIRMS EMPLOYING PAID WORKERS
1974

FARM/FIRM CATEGORY	TOTAL NUMBER OF WORKERS	TOTAL PAID WORKERS	TOTAL WORK
FARM TOTAL	<u>32789</u>	<u>31774</u>	<u>10</u>
Agricultural Production	32789	31774	10
AGRICULTURAL FIRM TOTAL	<u>29734</u>	<u>27992</u>	<u>17</u>
Agricultural Production	5104	4329	7
Ag. Supplies and Services	1917	1872	
Ag. Equipment and Mechanics	1507	1425	
Ag. Products (Food Processing)	9453	9407	
Ornamental Horticulture	7317	6915	4
Renewable Natural Resources	2625	2328	2
Forestry	81	81	
Other	1730	1635	
COMBINATION FARM AND AG. FIRM TOTAL	<u>17793</u>	<u>16832</u>	<u>9</u>
Agricultural Production	1738	1337	4
Ag. Supplies and Services	128	123	
Ag. Equipment and Mechanics	14	14	
Ag. Products (Food Processing)	2938	2898	
Ornamental Horticulture	12107	11746	3
Renewable Natural Resources	518	495	
Forestry	75	70	
Other	275	149	1
TOTAL - ALL CATEGORIES	<u>80316</u>	<u>76598</u>	<u>37</u>

*Unpaid family and volunteer workers.

TABLE 1

ESTIMATED TOTAL ANNUAL WORKFORCE OF CONNECTICUT FARMS AND
AGRICULTURAL FIRMS EMPLOYING PAID WORKERS
1974

	TOTAL NUMBER OF WORKERS	TOTAL PAID WORKERS	TOTAL UNPAID WORKERS*
	<u>32789</u>	<u>31774</u>	<u>1015</u>
uction	32789	31774	1015
TAL	<u>29734</u>	<u>27992</u>	<u>1742</u>
uction	5104	4329	775
Services	1917	1872	45
Mechanics	1507	1425	82
(Processing)	9453	9407	46
ulture	7317	6915	402
Resources	2625	2328	297
	81	81	0
	1730	1635	95
AG. FIRM TOTAL	<u>17793</u>	<u>16832</u>	<u>961</u>
uction	1738	1337	401
Services	128	123	5
Mechanics	14	14	0
(Processing)	2938	2898	40
ulture	12107	11746	361
Resources	518	495	23
	75	70	5
	275	149	126
ES	<u>80316</u>	<u>76598</u>	<u>3718</u>

unteer workers.

TABLE 2

ESTIMATED NUMBER OF FULL-TIME WORKERS NEEDING KNOWLEDGE AND SKILL IN AGRICULTURE
ON CONNECTICUT FARMS AND IN AGRICULTURAL FIRMS
BY CATEGORY
1974-1979

FARM/FIRM CATEGORY	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
FARM TOTAL	<u>5406</u>	<u>66</u>	<u>1258</u>
Agricultural Production	5406	66	1258
AGRICULTURAL FIRM TOTAL	<u>11263</u>	<u>307</u>	<u>2009</u>
Agricultural Production	1945	90	404
Ag. Supplies and Services	789	5	103
Ag. Equipment and Mechanics	952	61	145
Ag. Products (Food Processing)	2307	19	397
Ornamental Horticulture	3493	73	628
Renewable Natural Resources	1032	58	202
Forestry	64	0	14
Other	681	1	116
COMBINATION FARM AND AG. FIRM TOTAL	<u>5125</u>	<u>188</u>	<u>1691</u>
Agricultural Production	1003	54	380
Ag. Supplies and Services	85	7	20
Ag. Equipment and Mechanics	14	1	4
Ag. Products (Food Processing)	444	12	139
Ornamental Horticulture	3315	90	1057
Renewable Natural Resources	179	23	65
Forestry	45	0	10
Other	40	1	16
TOTAL ALL CATEGORIES	<u>21794</u>	<u>561</u>	<u>4958</u>

TABLE 2

ED NUMBER OF FULL-TIME WORKERS NEEDING KNOWLEDGE AND SKILL IN AGRICULTURE
ON CONNECTICUT FARMS AND IN AGRICULTURAL FIRMS
BY CATEGORY
1974-1979

	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
ion	<u>5406</u>	<u>66</u>	<u>1258</u>	<u>6010</u>
	5406	66	1258	6010
L	<u>11263</u>	<u>307</u>	<u>2009</u>	<u>12889</u>
ion	1945	90	404	2284
vices	789	5	103	945
chanics	952	61	145	1151
rocessing)	2307	19	397	2529
ure	3493	73	628	3960
sources	1032	58	202	1168
	64	0	14	69
	681	1	116	783
G. FIRM TOTAL	<u>5125</u>	<u>188</u>	<u>1691</u>	<u>5956</u>
ion	1003	54	380	1194
vices	85	7	20	103
chanics	14	1	4	16
rocessing)	444	12	139	492
ure	3315	90	1057	3855
sources	179	23	65	201
	45	0	10	47
	40	1	16	48
	<u>21794</u>	<u>561</u>	<u>4958</u>	<u>24855</u>
			37	

Employers were asked how many vacancies existed at the time of the survey, from July through November, 1974. A vacancy was defined as a paid position an employer was actively seeking to fill. For all categories, 561 vacancies were identified; 66 on farms, 307 in agricultural firms and 188 in combination farm and agricultural firms.

Employers were asked to estimate the number of replacement workers needed by 1979. Data in Table 2 show that for all categories 4,958 replacement workers who have knowledge and skill in agriculture will be needed; 1,258 on farms, 2,009 in agricultural firms and 1,691 in combination farm and agricultural firms. Replacements needed by instructional area in each of the three categories are also shown.

Data in Table 2 also show the projected work force of full-time workers needing knowledge and skill in agriculture on Connecticut farms and in agricultural firms. For all categories, the projected work force by 1979 was 24,855, an increase of 14 per cent over the current 1974 employment of 21,794. For farms, the projected work force by 1979 was 6,010, an increase of 11 per cent over the current 1974 employment of 5,406. The projected work force in 1979 in agricultural firms was estimated to be 12,889, a 14 per cent increase over the current 1974 employment total of 11,263. For combination farms and agricultural firms, the projected work force by 1979 was 5,956, an increase of 16 per cent over the 5,125 employed in 1974.

In Table 3, the estimated number of full-time workers needing knowledge and skill in agriculture on Connecticut farms and in agricultural firms employing paid workers is presented by job title. Job titles listed were recorded according to employer responses. Although identified by a specific job title, most workers performed many functions on the farms and in the agricultural firms.

TABLE 3

ESTIMATED NUMBER OF FULL-TIME WORKERS NEEDING KNOWLEDGE AND SKILL IN AGRICULTURE
ON CONNECTICUT FARMS AND IN AGRICULTURAL FIRMS

1974-1979

BY JOB TITLE

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
FARM TOTAL	5406	66	1258
Animal Handler	9	0	4
Baker	4	2	2
Barn Man	3	0	1
Bookkeeper	15	0	3
Buyer	5	0	1
Calfer	7	0	2
Candler-Poultry	7	0	3
Dairyman	4	0	1
Data Processor	0	0	0
Deliveryman	19	0	2
Designer	7	0	2
Egg Collector	24	2	6
Equipment Operator	23	0	11
Farmhand	195	4	37
Field Worker	101	6	13
Flock Manager	2	0	0
Foreman	199	3	17
Foreman, Assistant	15	0	3
Forester	1	0	0
Forester, Assistant	1	0	0
Gardener	2	0	0
General Farm Labor	114	6	4
General Helper	46	3	23
Grader	8	0	2
Greenhouse Keeper	0	0	0
Greenhouse Manager	6	0	2
Groomer	98	0	25
Grounds Keeper	1	0	0
Herdsman	93	0	22
Herdsman, Assistant	8	1	40

TABLE 3

ED NUMBER OF FULL-TIME WORKERS NEEDING KNOWLEDGE AND SKILL IN AGRICULTURE
ON CONNECTICUT FARMS AND IN AGRICULTURAL FIRMS

1974-1979

BY JOB TITLE

CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
<u>5406</u>	<u>66</u>	<u>1258</u>	<u>6010</u>
9	0	4	9
4	2	2	4
3	0	1	3
15	0	3	20
5	0	1	5
7	0	2	7
7	0	3	7
4	0	1	4
0	0	0	2
19	0	2	19
7	0	2	8
24	2	6	38
23	0	11	33
195	4	37	229
101	6	13	125
2	0	0	2
199	3	17	206
15	0	3	15
1	0	0	1
1	0	0	1
2	0	0	6
114	6	4	131
46	3	23	84
8	0	2	8
0	0	0	5
6	0	2	5
98	0	25	99
1	0	0	1
93	0	22	106
8	1	40 7	15

TABLE 3 (Continued)

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
Horseman	1	0	0
Inspector	0	0	0
Laboratory Technician	10	0	4
Laborer	1559	20	655
Landscape Architect	2	0	0
Machine Operator	5	0	4
Maintenance Man	11	0	6
Manager	343	1	24
Manager, Assistant	85	0	9
Mechanic	31	2	21
Milker	116	3	31
Office Help	150	0	15
Owner-Operator	1211	2	24
Packer	39	0	20
Pasteurizer	6	0	2
Picker	38	8	19
Propagator	5	0	1
Pruner	28	0	12
Riding Instructor	20	0	3
Sales Clerk	18	3	9
Salesman	24	0	4
Secretary	7	0	2
Serviceman	5	0	1
Stable Hand	5	0	3
Supervisor	309	0	6
Superintendent	6	0	1
Superintendent, Assistant	10	0	3
Surveyor	5	0	0
Tractor Driver	11	0	2
Trainer	17	0	6
Truck Driver	7	0	5
Vice-President	10	0	1
Worker	295	0	172

TABLE 3 (Continued)

CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
1	0	0	1
0	0	0	3
10	0	4	10
1559	20	655	1727
2	0	0	2
5	0	4	5
11	0	6	11
343	1	24	383
85	0	9	96
31	2	21	37
116	3	31	121
150	0	15	155
1211	2	24	1251
39	0	20	39
6	0	2	6
38	8	19	49
5	0	1	5
28	0	12	30
20	0	3	22
18	3	9	41
24	0	4	30
7	0	2	10
5	0	1	5
5	0	3	5
309	0	6	322
6	0	1	6
10	0	3	10
5	0	0	10
11	0	2	14
17	0	6	18
7	0	5	8
10	0	1	10
295	0	172	370

stant

TABLE 3 (Continued)

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
AGRICULTURAL FIRM TOTAL	<u>11263</u>	<u>307</u>	<u>2009</u>
Accountant	7	0	1
Advertising Director	5	0	0
Animal Handler	19	0	10
Assembly Man	5	0	1
Barn Man	23	0	9
Boner	9	0	1
Bookkeeper	96	0	19
Broker-Food	10	0	0
Bucket Operator	78	6	14
Buyer	51	0	7
Calfer	2	0	0
Carpenter	0	2	0
Cashier	21	0	14
Cheese Maker	38	5	4
Civil Engineer	10	0	0
Clerk	126	14	48
Climber	238	14	128
Comptroller	2	0	0
County Agent	14	0	0
Crane Operator	16	0	2
Crew Chief-Tree	61	0	11
Cutter	3	0	0
Dairyman	48	10	7
Delivery Man	274	0	93
Dendrician	18	0	3
Designer	310	0	62
Draftsman	27	0	4
Equipment Operator	171	0	7
Field Representative	60	0	10
Foreman	466	0	27
Foreman-Assistant	7	0	1
Freezerman	19	1	3
Gardener	2	0	0
General Helper	321	0	64

TABLE 3 (Continued)

CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
<u>11263</u>	<u>307</u>	<u>2009</u>	<u>12889</u>
7	0	1	7
5	0	0	5
19	0	10	19
5	0	1	11
23	0	9	23
9	0	1	9
96	0	19	111
10	0	0	10
78	6	14	83
51	0	7	54
2	0	0	4
0	2	0	2
21	0	14	31
38	5	4	52
10	0	0	14
126	14	48	178
238	14	128	244
2	0	0	2
14	0	0	14
16	0	2	23
61	0	11	72
3	0	0	3
48	10	7	57
274	0	93	304
18	0	3	20
310	0	62	342
27	0	4	27
171	0	7	178
60	0	10	62
466	0	27	504
7	0	1	8
19	1	3	19
2	0	0	2
321	0	64	346

TABLE 3 (Continued)

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
Greenhouse, General	0	0	0
Greenhouse Keeper	0	0	0
Greenhouse Manager	10	0	1
Greenhouse Maintenance	326	6	85
Groomer	136	27	77
Groomer, Professional Dog	16	0	6
Grounds Keeper	0	0	0
Grounds Maintenance	38	0	12
Groundsman-Tree	36	14	18
Grower	32	1	12
Horseman	0	0	0
Horticulturist	6	0	0
Ice Cream Maker	28	0	4
Irrigator	10	0	3
Kennel Worker	221	13	48
Laboratory Technician	185	7	30
Laborer	981	64	167
Landscape Architect	74	0	3
Landscape Laborer	153	0	43
Landscaper	60	2	28
Logger	17	0	6
Machine Operator	15	0	2
Maintenance Man	167	0	135
Manager	1070	9	86
Manager-Assistant	157	0	52
Mechanic	394	47	83
Meat Cutter	67	0	8
Meat Processor	30	0	3
Milker	23	0	7
Mill Worker	17	0	2
Mower	15	0	9
Nurse, Veterinary	14	0	3
Nurseryman	5	0	1
Office Help	41	5	8
Owner-Operator	1676	4	34
Packer	47	0	45

TABLE 3 (Continued)

	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
	0	0	0	5
	0	0	0	4
	10	0	1	12
	326	6	85	248
	136	27	77	193
Dog	16	0	6	16
	0	0	0	5
	38	0	12	38
	36	14	18	47
	32	1	12	39
	0	0	0	6
	6	0	0	6
	28	0	4	36
	10	0	3	10
	221	13	48	281
	185	7	30	194
	981	64	167	1246
	74	0	3	89
	153	0	43	188
	60	2	28	76
	17	0	6	17
	15	0	2	15
	167	0	135	189
	1070	9	86	1144
	157	0	52	190
	394	47	83	508
	67	0	8	84
	30	0	3	30
	23	0	7	36
	17	0	2	17
	15	0	9	19
	14	0	3	19
	5	0	1	21
	41	5	8	46
	1676	4	34	1702
	47	0	46	47

TABLE 3 (Continued)

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
Park Manager	12	2	2
Parts Man	40	0	9
Pasteurizer	56	0	6
Plant Specialist	57	0	2
Pro-Golf	15	0	1
Pro-Golf, Assistant	10	0	1
Pruner	17	0	15
Radiologist	7	0	1
Receiver	19	0	2
Receptionist	99	7	19
Repairman	25	0	8
Riding Instructor	15	0	12
Rig Man	6	0	1
Sales Clerk	467	9	93
Salesman	203	11	24
Sanitation Man	5	0	1
Sausage Maker	21	0	7
Sawyer	11	0	6
Secretary	128	5	18
Serviceman	11	0	7
Site Planner	15	0	1
Spreader Operator	3	0	0
Stable Hand	10	0	11
Stock Boy	16	1	9
Superintendent	20	0	1
Superintendent, Assistant	26	0	5
Superintendent, Greenskeeper-Golf	43	0	4
Supervisors	260	0	10
Surgical Assistant	7	0	1
Taxidermist	5	0	0
Technician	32	0	10
Trail Guide	3	0	1
Trainer	42	0	28
Treasurer-Secretary	29	0	1
Tree Expert-Certified	14	0	2
Tree Man	20	0	7

TABLE 3 (Continued)

	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
	12	2	2	13
	40	0	9	62
	56	0	6	56
	57	0	2	57
	15	0	1	21
	10	0	1	12
	17	0	15	21
	7	0	1	7
	19	0	2	19
	99	7	19	122
	25	0	8	36
	15	0	12	30
	6	0	1	11
	467	9	93	640
	203	11	24	253
	5	0	1	5
	21	0	7	21
	11	0	6	11
	128	5	18	148
	11	0	7	22
	15	0	1	20
	3	0	0	5
	10	0	11	19
	16	1	9	18
stant	20	0	1	20
nskeeper-Golf	26	0	5	28
	43	0	4	52
	260	0	10	274
	7	0	1	16
	5	0	0	5
	32	0	10	41
	3	0	1	5
	42	0	28	65
	29	0	1	29
	14	0	2	14
	20	0	7	25

TABLE 3 (Continued)

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
Tree Surgeon	6	0	0
Trimmer	28	0	6
Truck Driver	266	0	74
Veterinarian	281	8	4
Veterinary Assistant	110	7	32
Veterinary Hospital Aide	27	0	6
Veterinary Technician	34	0	7
Vice-President	48	0	1
Ward Attendant	4	0	1
Warehouse	15	0	9
Welder	2	0	0
Worker	49	6	12
COMBINATION FARM AND AG. FIRM TOTAL	<u>5125</u>	<u>188</u>	<u>1691</u>
Agronomist	5	0	0
Barn Man	6	0	4
Bookkeeper	6	0	1
Buyer	8	0	1
Cashier	5	0	2
Clerk	52	0	14
Climber	22	6	4
Comptroller	5	0	0
Crew Chief-Tree	5	0	0
Dairyman	17	0	2
Deliveryman	73	0	55
Designer	204	6	83
Egg Collector	3	0	0
Equipment Operator	35	1	17
Farmhand	42	9	34
Field Worker	10	1	2
Foreman	489	10	88
Foreman, Assistant	46	0	23
Forestry Technician	29	4	2
General Farm Labor	37	0	17
General Helper	85	0	13

TABLE 3 (Continued)

	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
	6	0	0	6
	28	0	6	28
	266	0	74	317
	281	8	4	311
	110	7	32	132
lde	27	0	6	43
	34	0	7	45
	48	0	1	48
	4	0	1	10
	15	0	9	18
	2	0	0	2
	49	6	12	63
FIRM TOTAL	<u>5125</u>	<u>188</u>	<u>1691</u>	<u>5956</u>
	5	0	0	5
	6	0	4	10
	6	0	1	7
	8	0	1	11
	5	0	2	5
	52	0	14	67
	22	6	4	23
	5	0	0	5
	5	0	0	10
	17	0	2	17
	73	0	55	83
	204	6	83	276
	3	0	0	3
	35	1	17	48
	42	5	34	54
	10	1	2	14
	489	10	88	533
	46	0	23	46
	29	4	2	34
	37	0	17	55
	85	0	13	122

TABLE 3 (Continued)

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979
Greenhouse General	15	5	9
Greenhouse Keeper	20	5	5
Greenhouse Manager	36	0	7
Greenhouse Manager, Assistant	14	5	3
Greens Maintenance	15	0	5
Groomer	37	5	7
Grounds Keeper	4	0	3
Groundsman-Tree	26	0	8
Grower	60	0	19
Herdsman	7	0	1
Horseman	8	0	2
Horticulturist	6	0	0
Inspector	7	0	4
Irrigator	15	0	2
Kennel Worker	7	7	6
Laborer	1107	29	697
Landscape Architect	24	0	1
Landscape Laborer	36	5	7
Landscaper	49	17	24
Maintenance Man	112	0	46
Manager	387	17	89
Manager, Assistant	102	5	24
Meat Cutter	3	0	0
Meat Processor	11	0	2
Mechanic	44	5	11
Mill Worker	33	0	6
Nurseryman	42	0	14
Office Help	8	0	3
Owner-Operator	628	14	13
Packer	137	0	27
Picker	15	0	5
Plant Specialist	10	0	1
Planter	29	0	3
Potter	132	0	47
Propagator	102	5	44

TABLE 3 (Continued)

	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED BY 1979	PROJECTED WORK FORCE 1979
	15	5	9	40
	20	5	5	43
	36	0	7	42
Assistant	14	5	3	18
	15	0	5	19
	37	5	7	52
	4	0	3	8
	26	0	8	26
	60	0	19	67
	7	0	1	8
	8	0	2	11
	6	0	0	6
	7	0	4	7
	15	0	2	24
	7	7	6	12
	1107	29	697	1244
	24	0	1	29
	36	5	7	46
	49	17	24	69
	112	0	46	121
	387	17	89	417
	102	5	24	122
	3	0	0	3
	11	0	2	11
	44	5	11	54
	33	0	6	37
	42	0	14	64
	8	0	3	14
	628	14	13	644
	137	0	27	139
	15	0	5	15
	10	0	1	15
	29	0	3	29
	132	0	47	156
	102	5	44	152

TABLE 3 (Continued)

JOB TITLE	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED IN 1979
Riding Instructor	3	0	1
Sales Clerk	175	0	82
Salesman	63	5	14
Secretary	8	0	2
Serviceman	1	0	0
Sorter	154	10	48
Sprayer	10	0	3
Storeman	0	0	0
Superintendent	15	0	1
Superintendent Greenskeeper-Golf	15	0	2
Supervisor	82	10	11
Trainer	20	0	2
Treasurer-Secretary	5	0	0
Truck Driver	50	0	9
Vice-President	5	0	0
Worker	47	0	9
TOTAL - ALL JOB TITLES	<u>21794</u>	<u>561</u>	<u>4958</u>

TABLE 3 (Continued)

	CURRENT EMPLOYMENT 1974	CURRENT VACANCIES 1974	REPLACEMENTS NEEDED IN 1979	PROJECTED WORK FORCE 1979
	3	0	1	9
	175	0	82	212
	63	5	14	98
	8	0	2	8
	1	0	0	1
	154	10	48	154
	10	0	3	10
	0	0	0	2
	15	0	1	15
keeper-Golf	15	0	2	15
	82	10	11	100
	20	0	2	29
	5	0	0	5
	50	0	9	53
	5	0	0	5
	47	0	9	48
S	<u>21794</u>	<u>561</u>	<u>4958</u>	<u>24855</u>

Data in Table 4 refer to the estimated distribution, by sex, of full-time and part-time workers needing knowledge and skill in agriculture in Connecticut. The data are presented by category and instructional area. For all categories, of the 21,794 full-time workers, 18,471 were male and 3,323 were female. On farms, 4,793 or 89 per cent, were male and 613, or 11 per cent, were female. In agricultural firms, 9,580, or 85 per cent, were male and 1,683, or 15 per cent, were female. Of the 5,125 full-time workers on combination farms and agricultural firms, 4,098, or 80 per cent, were male and 1,027, or 20 per cent, were female.

There were an estimated 6,935 part-time workers in all categories. Males composed 4,662, or 67 per cent of the part-time workers while females made up 2,273, or 33 per cent of the part-time workers. On farms, 2,153, or 78 per cent, were male while 591, or 22 per cent, were female. In agricultural firms, the number of part-time workers totaled 2,399. A total of 1,436, or 60 per cent were male while 963, or 40 per cent were female. Of the 1,792 part-time workers on combination farms and agricultural firms, 1,073, or 60 per cent were male and 719, or 40 per cent were female.

The estimated distribution, by sex, of full-time and part-time workers needing knowledge and skill in agriculture in Connecticut by job title are presented in Table 5.

Table 6 contains data regarding the reported weekly earnings of full-time workers needing knowledge and skill in agriculture on Connecticut farms and in agricultural firms. Minimum and maximum weekly earnings are presented by category and by instructional area in Table 6 and by job title in Table 7. Because all job titles, including owners and management, are included in each category and instructional area, the low and high earnings for both minimum and maximum weekly earnings vary greatly.

TABLE 4

ESTIMATED DISTRIBUTION, BY SEX, OF FULL-TIME AND PART-TIME WORKERS NEEDING KNOWLEDGE
AND SKILL IN AGRICULTURE IN CONNECTICUT
BY CATEGORY

FARM/FIRM CATEGORY	FULL-TIME WORKERS			TOTAL
	TOTAL	MALE	FEMALE	
FARM TOTAL	<u>5406</u>	<u>4793</u>	<u>613</u>	<u>274</u>
Agricultural Production	5406	4793	613	274
AGRICULTURAL FIRM TOTAL	<u>11263</u>	<u>9580</u>	<u>1683</u>	<u>239</u>
Agricultural Production	1945	1148	797	85
Ag. Supplies and Services	789	702	87	8
Ag. Equipment and Mechanics	952	901	51	19
Ag. Products (Food Processing)	2307	2075	232	12
Ornamental Horticulture	3493	3057	436	95
Renewable Natural Resources	1032	1008	24	5
Forestry	64	64	0	5
Other	681	625	56	9
COMBINATION FARM AND AG. FIRM TOTAL	<u>5125</u>	<u>4098</u>	<u>1027</u>	<u>179</u>
Agricultural Production	1003	729	274	31
Ag. Supplies and Services	85	84	1	
Ag. Equipment and Mechanics	14	14	0	
Ag. Products (Food Processing)	444	365	79	6
Ornamental Horticulture	3315	2671	644	131
Renewable Natural Resources	179	155	24	8
Forestry	45	45	0	
Other	40	35	5	
TOTAL ALL CATEGORIES	<u>21794</u>	<u>18471</u>	<u>3323</u>	<u>693</u>

TABLE 4

DISTRIBUTION, BY SEX, OF FULL-TIME AND PART-TIME WORKERS NEEDING KNOWLEDGE
AND SKILL IN AGRICULTURE IN CONNECTICUT
BY CATEGORY

	FULL-TIME WORKERS			PART-TIME WORKERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
	<u>5406</u>	<u>4793</u>	<u>613</u>	<u>2744</u>	<u>2153</u>	<u>591</u>
ction	5406	4793	613	2744	2153	591
TAL	<u>11263</u>	<u>9580</u>	<u>1683</u>	<u>2399</u>	<u>1436</u>	<u>963</u>
ction	1945	1148	797	850	346	504
ervices	789	702	87	84	67	17
Mechanics	952	901	51	197	179	18
Processing)	2307	2075	232	122	96	26
lture	3493	3057	436	954	583	371
Resources	1032	1008	24	51	42	9
	64	64	0	51	51	0
	681	625	56	90	72	18
AG. FIRM TOTAL	<u>5125</u>	<u>4098</u>	<u>1027</u>	<u>1792</u>	<u>1073</u>	<u>719</u>
ction	1003	729	274	311	142	169
ervices	85	84	1	5	4	1
Mechanics	14	14	0	0	0	0
Processing)	444	365	79	66	39	27
lture	3315	2671	644	1311	810	501
Resources	179	155	24	84	72	12
	45	45	0	6	6	0
	40	35	5	9	0	9
	<u>21794</u>	<u>18471</u>	<u>3323</u>	<u>6935</u>	<u>4662</u>	<u>2273</u>

ESTIMATED DISTRIBUTION, BY SEX, OF FULL-TIME AND PART-TIME WORKERS NEEDING KNOWLEDGE
AND SKILL IN AGRICULTURE IN CONNECTICUT
BY JOB TITLE

JOB TITLE	FULL-TIME WORKERS		
	TOTAL	MALE	FEMALE
FARM TOTAL	5406	4793	613
Animal Handler	9	5	4
Baker	4	0	4
Barn Man	3	3	0
Bookkeeper	15	6	9
Buyer	5	5	0
Calfer	7	7	0
Candler-Poultry	7	5	2
Dairyman	4	3	1
Data Processor	0	0	0
Deliveryman	19	19	0
Designer	7	7	0
Egg Collector	24	17	7
Equipment Operator	23	23	0
Farmhand	195	162	33
Field Worker	101	101	0
Flock Manager	2	2	0
Foreman	199	196	3
Foreman, Assistant	15	15	0
Forester	1	1	0
Forester, Assistant	1	1	0
Gardener	2	2	0
General Farm Labor	114	112	2
General Helper	46	46	0
Grader	8	3	5
Greenhouse Manager	6	6	0
Groomer	98	98	0
Grounds Keeper	1	1	0

MATED DISTRIBUTION, BY SEX, OF FULL-TIME AND PART-TIME WORKERS NEEDING KNOWLEDGE
AND SKILL IN AGRICULTURE IN CONNECTICUT
BY JOB TITLE

FULL-TIME WORKERS			PART-TIME WORKERS		
TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
<u>5406</u>	<u>4793</u>	<u>613</u>	<u>2744</u>	<u>2153</u>	<u>591</u>
9	5	4	0	0	0
4	0	4	0	0	0
3	3	0	0	0	0
15	6	9	1	1	0
5	5	0	0	0	0
7	7	0	0	0	0
7	5	2	31	0	31
4	3	1	0	0	0
0	0	0	11	11	0
19	19	0	2	2	0
7	7	0	0	0	0
24	17	7	5	5	0
23	23	0	36	36	0
195	162	33	281	225	56
101	101	0	95	78	17
2	2	0	0	0	0
199	196	3	0	0	0
15	15	0	0	0	0
1	1	0	0	0	0
1	1	0	0	0	0
2	2	0	0	0	0
114	112	2	80	72	8
46	46	0	115	77	38
8	3	5	0	0	0
6	6	0	0	0	0
98	98	0	0	0	0
1	1	0	0	0	0

TABLE 5 (Continued)

JOB TITLE	FULL-TIME WORKERS			T
	TOTAL	MALE	FEMALE	
Herdsman	93	91	2	
Herdsman, Assistant	8	8	0	
Horseman	1	1	0	
Inspector	0	0	0	
Laboratory Technician	10	0	10	
Laborer	1559	1388	171	1
Landscape Architect	2	2	0	
Machine Operator	5	5	0	
Maintenance Man	11	11	0	
Manager	343	320	23	
Manager, Assistant	85	79	6	
Mechanic	31	31	0	
Milker	116	104	12	
Office Help	150	73	77	
Owner-Operator	1211	1110	101	
Packer	39	26	13	
Pasteurizer	6	6	0	
Picker	38	38	0	
Propagator	5	5	0	
Pruner	28	28	0	
Riding Instructor	20	14	6	
Sales Clerk	18	11	7	
Salesman	24	14	10	
Secretary	7	0	7	
Serviceman	5	5	0	
Sodder	0	0	0	
Stable Hand	5	5	0	
Supervisor	309	306	3	
Superintendent	6	6	0	
Superintendent, Assistant	10	0	10	
Surveyor	5	5	0	
Tractor Driver	11	6	5	
Trainer	17	0	17	
Truck Driver	7	5	2	
Vice-President	10	10	0	
Worker	295	234	61	

TABLE 5 (Continued)

	FULL-TIME WORKERS			PART-TIME WORKERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
t	93	91	2	2	2	0
	8	8	0	4	2	2
	1	1	0	0	0	0
	0	0	0	3	3	0
lan	10	0	10	0	0	0
t	1559	1388	171	1731	1369	362
	2	2	0	0	0	0
	5	5	0	2	2	0
	11	11	0	1	1	0
	343	320	23	19	14	5
	85	79	6	9	9	0
	31	31	0	21	21	0
	116	104	12	24	17	7
	150	73	77	1	0	1
	1211	1110	101	35	21	14
	39	26	13	23	0	23
	6	6	0	0	0	0
	38	38	0	31	31	0
	5	5	0	0	0	0
	28	28	0	6	6	0
	20	14	6	1	0	1
	18	11	7	38	31	7
	24	14	10	0	0	0
	7	0	7	3	0	3
	5	5	0	0	0	0
	0	0	0	20	20	0
	5	5	0	1	0	1
	309	306	3	0	0	0
	6	6	0	0	0	0
istant	10	0	10	0	0	0
	5	5	0	0	0	0
	11	6	5	0	0	0
	17	0	17	0	0	0
	7	5	2	0	0	0
	10	10	0	0	0	0
	295	234	61	112	97	15

TABLE 5 (Continued)

JOB TITLE	FULL-TIME WORKERS			T
	TOTAL	MALE	FEMALE	
AGRICULTURAL FIRM TOTAL	<u>11263</u>	<u>9580</u>	<u>1683</u>	<u>2</u>
Accountant	7	7	0	
Advertising Director	5	5	0	
Animal Handler	19	8	11	
Assembly Man	5	5	0	
Barn Man	23	9	14	
Boner	9	9	0	
Bookkeeper	96	32	64	
Broker	10	10	0	
Bucket Operator	78	78	0	
Buyer	51	51	0	
Calfer	2	2	0	
Carpenter	0	0	0	
Cashier	21	0	21	
Cheese Maker	38	38	0	
Civil Engineer	10	10	0	
Clerk	126	98	28	
Climber	238	238	0	
Comptroller	2	2	0	
County Agent	14	14	0	
Crane Operator	16	16	0	
Crew Chief-Tree	61	61	0	
Cutter	3	3	0	
Dairyman	48	48	0	
Delivery Man	274	274	0	
Dendrician	18	18	0	
Designer	310	172	139	
Draftsman	27	21	6	
Equipment Operator	171	168	3	
Farm Hand	0	0	0	
Field Representative	60	60	0	
Foreman	466	450	16	
Foreman, Assistant	7	7	0	
Freezerman	19	19	0	
Gardener	2	2	0	

TABLE 5 (Continued)

FULL-TIME WORKERS			PART-TIME WORKERS		
TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
<u>11263</u>	<u>9580</u>	<u>1683</u>	<u>2399</u>	<u>1436</u>	<u>963</u>
7	7	0	2	2	0
5	5	0	0	0	0
19	8	11	10	4	6
5	5	0	0	0	0
23	9	14	4	0	4
9	9	0	0	0	0
96	32	64	23	0	23
10	10	0	0	0	0
78	78	0	0	0	0
51	51	0	0	0	0
2	2	0	2	2	0
0	0	0	28	11	17
21	0	21	58	7	51
38	38	0	0	0	0
10	10	0	0	0	0
126	98	28	284	217	67
238	238	0	0	0	0
2	2	0	0	0	0
14	14	0	0	0	0
16	16	0	14	14	0
61	61	0	0	0	0
3	3	0	0	0	0
48	48	0	0	0	0
274	274	0	74	64	10
18	18	0	10	10	0
310	172	139	122	28	94
27	21	6	0	0	0
171	168	3	7	7	0
0	0	0	7	6	1
60	50	0	0	0	0
466	450	16	3	3	0
7	7	0	0	0	0
19	19	0	5	5	0
2	2	0	4	4	0

TABLE 5 (Continued)

JOB TITLE	FULL-TIME WORKERS			TO
	TOTAL	MALE	FEMALE	
General Helper	321	309	12	1
Greenhouse, General	0	0	0	
Greenhouse Keeper	0	0	0	
Greenhouse Manager	10	5	5	
Greenhouse Maintenance	326	326	0	
Groomer	136	54	82	
Groomer, Professional Dog	16	16	0	
Grounds Maintenance	38	38	0	
Groundsman - Tree	36	36	0	
Grower	32	32	0	
Horticulturist	6	6	0	
Ice Cream Maker	28	28	0	
Irrigator	10	10	0	
Kennel Worker	221	126	95	1
Laboratory Technician	185	84	101	
Laborer	981	867	114	1
Landscape Architect	74	69	5	
Landscape Laborer	153	153	0	
Landscaper	60	60	0	
Logger	17	17	0	
Machine Operator	15	15	0	
Maintenance	167	167	0	
Manager	1070	963	106	
Manager, Assistant	157	121	36	
Mechanic	394	394	0	
Meat Cutter	67	67	0	
Meat Processor	30	30	0	
Milker	23	23	0	
Mill Worker	17	17	0	
Mower	15	15	0	
Nurse, Veterinary	14	0	14	
Nurseryman	5	5	0	
Office Help	41	0	41	
Owner-Operator	1676	1471	205	
Packer	47	42	5	
Park Manager	12	12	0	

TABLE 5 (Continued)

	FULL-TIME WORKERS			PART-TIME WORKERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
	321	309	12	132	103	29
	0	0	0	10	5	5
	0	0	0	25	19	6
	10	5	5	7	7	0
ance	326	326	0	13	13	0
al Dog	136	54	82	66	0	66
	16	16	0	0	0	0
	38	38	0	0	0	0
	36	36	0	35	18	17
	32	32	0	1	1	0
	6	6	0	0	0	0
	28	28	0	0	0	0
	10	10	0	0	0	0
	221	126	95	131	43	88
an	185	84	101	82	31	51
	981	867	114	188	172	16
	74	69	5	5	0	5
	153	153	0	28	17	11
	60	60	0	7	7	0
	17	17	0	17	17	0
	15	15	0	0	0	0
	167	167	0	9	9	0
	1070	963	106	60	48	12
	157	121	36	12	5	7
	394	394	0	27	27	0
	67	67	0	0	0	0
	30	30	0	0	0	0
	23	23	0	0	0	0
	17	17	0	17	17	0
	15	15	0	0	0	0
	14	0	14	1	0	1
	5	5	0	0	0	0
	41	0	41	5	0	5
	1676	1471	205	94	61	33
	47	42	5	5	0	5
	12	12	0	0	0	0

TABLE 5 (Continued)

JOB TITLE	FULL-TIME WORKERS			TO
	TOTAL	MALE	FEMALE	
Parts Man	40	35	5	
Pasteurizer	56	56	0	
Plant Specialist	57	57	0	
Pro-Golf	15	15	0	
Pro-Golf-Assistant	10	10	0	
Pruner	17	17	0	
Radiologist	7	0	7	
Receiver	19	19	0	
Receptionist	99	5	94	
Repairman	25	25	0	
Riding Instructor	15	5	10	
Rig Man	6	6	0	
Sales Clerk	467	352	115	2
Salesman	203	187	16	
Sanitation Man	5	5	0	
Sausage Maker	21	21	0	
Sawyer	11	11	0	
Secretary	128	14	114	
Serviceman	11	11	0	
Site Planner	15	15	0	
Sprayer	0	0	0	
Spreader Operator	3	3	0	
Stable Hand	10	9	1	
Stock Boy	16	16	0	
Superintendent	20	20	0	
Superintendent, Assistant	26	26	0	
Superintendent-Greenskeeper-Golf	43	43	0	
Supervisors	260	254	6	
Surgical Assistant	7	5	2	
Taxidermist	5	5	0	
Technician	32	22	10	
Trail Guide	3	3	0	
Trainer	42	11	31	
Treasurer-Secretary	29	16	13	
Tree Expert-Certified	14	14	0	
Tree Man	20	20	0	

TABLE 5 (Continued)

	FULL-TIME WORKERS			PART-TIME WORKERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
	40	35	5	0	0	0
	56	56	0	0	0	0
	57	57	0	0	0	0
	15	15	0	0	0	0
	10	10	0	0	0	0
	17	17	0	0	0	0
	7	0	7	0	0	0
	19	19	0	0	0	0
	99	5	94	53	0	53
	25	25	0	16	16	0
	15	5	10	9	0	9
	6	6	0	0	0	0
	467	352	115	224	128	96
	203	187	16	41	36	5
	5	5	0	0	0	0
	21	21	0	0	0	0
	11	11	0	11	11	0
	128	14	114	50	6	44
	11	11	0	26	26	0
	15	15	0	0	0	0
	0	0	0	4	4	0
	3	3	0	0	0	0
	10	9	1	44	5	39
	16	16	0	68	68	0
	20	20	0	0	0	0
istant	26	26	0	0	0	0
nskeeper-Golf	43	43	0	6	6	0
	260	254	6	0	0	0
	7	5	2	7	0	7
	5	5	0	0	0	0
	32	22	10	16	5	11
	3	3	0	7	7	0
	42	11	31	31	21	10
	29	16	13	0	0	0
ed	14	14	0	0	0	0
	20	20	0	0	0	0

TABLE 5 (Continued)

JOB TITLE	FULL-TIME WORKERS			TOTAL
	TOTAL	MALE	FEMALE	
Tree Surgeon	6	6	0	
Trimmer	28	28	0	
Truck Driver	266	266	0	
Veterinarian	281	265	16	
Veterinary Assistant	110	42	68	
Veterinary Hospital Aide	27	7	20	
Veterinary Technician	34	17	17	
Vice-President	48	37	11	
Ward Attendant	4	0	4	
Warehouse	15	15	0	
Welder	2	2	0	
Worker	49	49	0	
COMBINATION FARM AND AG. FIRM TOTAL	<u>5125</u>	<u>4098</u>	<u>1027</u>	<u>17</u>
Agronomist	5	5	0	
Animal Handler	0	0	0	
Barn Man	6	6	0	
Bookkeeper	6	2	4	
Buyer	8	4	4	
Cashier	5	5	0	
Clerk	52	15	37	
Climber	22	22	0	
Comptroller	5	5	0	
Crew Chief-Tree	5	5	0	
Dairyman	17	17	0	
Deliveryman	73	64	9	
Designer	204	58	146	
Egg Collector	3	3	0	
Equipment Operator	35	35	0	
Farmhand	42	42	0	
Field Worker	10	10	0	
Foreman	489	489	0	
Foremen, Assistant	46	41	5	
Forester, Assistant	0	0	0	
Forestry Technician	29	29	0	

TABLE 5 (Continued)

	FULL-TIME WORKERS			PART-TIME WORKERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
	6	6	0	9	9	0
	28	28	0	17	17	0
	266	266	0	6	6	0
	281	265	16	22	17	5
	110	42	68	74	26	48
Aide	27	7	20	0	0	0
an	34	17	17	0	0	0
	48	37	11	0	0	0
	4	0	4	22	11	11
	15	15	0	2	2	0
	2	2	0	0	0	0
	49	49	0	5	5	0
G. FIRM TOTAL	<u>5125</u>	<u>4098</u>	<u>1027</u>	<u>1792</u>	<u>1073</u>	<u>719</u>
	5	5	0	0	0	0
	0	0	0	1	0	1
	6	6	0	8	2	6
	6	2	4	12	0	12
	8	4	4	0	0	0
	5	5	0	0	0	0
	52	15	37	62	37	25
	22	22	0	0	0	0
	5	5	0	0	0	0
	5	5	0	0	0	0
	17	17	0	17	17	0
	73	64	9	62	30	32
	204	58	146	80	17	63
	3	3	0	0	0	0
	35	35	0	5	5	0
	42	42	0	13	13	0
	10	10	0	35	29	6
	489	489	0	25	25	0
	46	41	5	0	0	0
	0	0	0	5	5	0
	29	29	0	0	0	0

TABLE 5 (Continued)

JOB TITLE	FULL-TIME WORKERS			TO
	TOTAL	MALE	FEMALE	
Gardener	0	0	0	
General Farm Labor	37	37	0	
General Helper	85	62	23	
Greenhouse General	15	8	7	
Greenhouse Keeper	20	15	5	
Greenhouse Manager	36	36	0	
Greenhouse Manager, Assistant	14	11	3	
Greens Maintenance	15	15	0	
Groomer	37	32	5	
Grounds Keeper	4	4	0	
Groundsman-Tree	26	26	0	
Grower	60	60	0	
Herdsman	7	7	0	
Horseman	8	8	0	
Horticulturist	6	6	0	
Inspector	7	0	7	
Irrigator	15	15	0	
Kennel Worker	7	7	0	
Laborer	1107	1024	83	3
Landscape Architect	24	24	0	
Landscape Laborer	36	36	0	
Landscaper	49	49	0	1
Maintenance	112	98	14	
Manager	387	315	72	
Manager, Assistant	102	57	45	
Meat Cutter	3	3	0	
Meat Processor	11	11	0	
Mechanic	44	44	0	
Mill Worker	33	33	0	
Nurseryman	42	37	5	2
Office Help	8	3	5	1
Owner-Operator	628	542	86	1
Packer	137	100	37	4
Picker	15	15	0	
Plant Specialist	10	10	0	
Planter	29	15	14	

TABLE 5 (Continued)

	FULL-TIME WORKERS			PART-TIME WORKERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Assistant	0	0	0	7	7	0
	37	37	0	61	47	14
	85	62	23	60	49	11
	15	8	7	92	62	30
	20	15	5	6	0	6
	36	36	0	0	0	0
	14	11	3	0	0	0
	15	15	0	38	33	5
	37	32	5	7	0	7
	4	4	0	0	0	0
	26	26	0	6	6	0
	60	60	0	0	0	0
	7	7	0	0	0	0
	8	8	0	0	0	0
	6	6	0	0	0	0
	7	0	7	0	0	0
	15	15	0	0	0	0
	7	7	0	24	17	7
	1107	1024	83	328	257	71
	24	24	0	0	0	0
	36	36	0	7	7	0
	49	49	0	113	113	0
	112	98	14	5	5	0
	387	315	72	35	21	14
	102	57	45	0	0	0
	3	3	0	0	0	0
	11	11	0	0	0	0
	44	44	0	3	3	0
	33	33	0	0	0	0
	42	37	5	29	29	0
	8	3	5	15	0	15
	628	542	86	19	7	12
	137	100	37	49	16	33
	15	15	0	5	5	0
	10	10	0	0	0	0
	29	15	14	0	0	0

TABLE 5 (Continued)

JOB TITLE	FULL-TIME WORKERS			TOTAL
	MALE	FEMALE		
Potter	132	36	96	
Propagator	102	28	74	1
Riding Instructor	3	0	3	
Slaes Clerk	175	105	70	1
Salesman	63	57	6	
Secretary	8	5	3	
Serviceman	1	1	0	
Sorter	154	10	144	
Sprayer	10	10	0	
Stable Hand	0	0	0	
Storeman	0	0	0	
Superintendent	15	15	0	
Superintendent Greenskeeper-Golf	15	15	0	
Supervisor	82	82	0	
Tack Keeper	0	0	0	
Terrarium Maker	0	0	0	
Trail Guide	0	0	0	
Trainer	20	10	10	
Treasurer-Secretary	5	5	0	
Tree Man	0	0	0	
Truck Driver	50	50	0	
Vice-President	5	5	0	
Worker	47	42	5	
TOTAL ALL CATEGORIES	<u>21794</u>	<u>18471</u>	<u>3323</u>	<u>693</u>

TABLE 5 (Continued)

	FULL-TIME WORKERS			PART-TIME WORKERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
	132	36	96	10	0	10
	102	28	74	155	35	120
	3	0	3	14	0	14
	175	105	70	177	88	89
	63	57	6	11	5	6
	8	5	3	4	0	4
	1	1	0	0	0	0
	154	10	144	0	0	0
	10	10	0	0	0	0
	0	0	0	62	14	48
	0	0	0	22	11	11
	15	15	0	0	0	0
keeper-Golf	15	15	0	0	0	0
	82	82	0	0	0	0
	0	0	0	4	0	4
	0	0	0	7	0	7
	0	0	0	2	1	1
	20	10	10	16	0	16
	5	5	0	0	0	0
	0	0	0	10	10	0
	50	50	0	11	11	0
	5	5	0	0	0	0
	47	42	5	53	34	19
	<u>21794</u>	<u>18471</u>	<u>3323</u>	<u>6935</u>	<u>4662</u>	<u>2273</u>

TABLE 6
REPORTED WEEKLY EARNINGS OF FULL-TIME WORKERS ON FARMS
AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NUMBER OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
FARM TOTAL	<u>481</u>	<u>\$65</u>	<u>\$529</u>	<u>\$149</u>	<u>392</u>
Agricultural Production	481	65	529	149	392
AGRICULTURAL FIRM TOTAL	<u>972</u>	<u>60</u>	<u>900</u>	<u>169</u>	<u>798</u>
Agricultural Production	205	60	600	167	157
Ag. Supplies and Services	92	63	481	164	79
Ag. Equipment and Mechanics	144	70	346	161	136
Ag. Products (Food Processing)	115	74	481	214	59
Ornamental Horticulture	300	70	577	156	262
Renewable Natural Resources	56	90	900	175	49
Forestry	8	100	240	151	8
Other	52	60	481	180	48
COMBINATION FARM AND AG. FIRM TOTAL	<u>539</u>	<u>60</u>	<u>577</u>	<u>141</u>	<u>490</u>
Agricultural Production	<u>180</u>	<u>64</u>	<u>577</u>	<u>125</u>	<u>163</u>
Ag. Supplies and Services	25	168	346	201	22
Ag. Equipment and Mechanics	3	150	346	255	3
Ag. Products (Food Processing)	24	68	231	129	24
Ornamental Horticulture	252	74	576	150	229
Renewable Natural Resources	31	60	231	139	26
Forestry	18	120	231	127	18
Other	6	60	200	96	5
TOTAL-ALL CATEGORIES	<u>1992</u>	<u>\$60</u>	<u>\$900</u>	<u>\$156</u>	<u>1680</u>

74

75

TABLE 6

REPORTED WEEKLY EARNINGS OF FULL-TIME WORKERS ON FARMS
AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY CATEGORY

CATEGORY	MINIMUM WEEKLY EARNINGS				MAXIMUM WEEKLY EARNINGS			
	NUMBER OF EMPLOYER RESPONSES	LOW	HIGH	MEAN	NUMBER OF EMPLOYER RESPONSES	LOW	HIGH	MEAN
Production	<u>481</u>	<u>\$65</u>	<u>\$529</u>	<u>\$149</u>	<u>392</u>	<u>\$70</u>	<u>\$577</u>	<u>\$207</u>
Services	481	65	529	149	392	70	577	207
Mechanics								
Food Processing)								
Culture								
Resources								
TOTAL	<u>972</u>	<u>60</u>	<u>900</u>	<u>169</u>	<u>798</u>	<u>70</u>	<u>1600</u>	<u>260</u>
Production	205	60	600	167	157	80	1153	282
Services	92	63	481	164	79	70	962	303
Mechanics	144	70	346	161	136	90	962	258
Food Processing)	115	74	481	214	59	140	577	268
Culture	300	70	577	156	262	90	800	233
Resources	56	90	900	175	49	96	1600	268
	8	100	240	151	8	160	420	236
	52	60	481	180	48	112	673	268
AG. FIRM TOTAL	<u>539</u>	<u>60</u>	<u>577</u>	<u>141</u>	<u>490</u>	<u>75</u>	<u>960</u>	<u>200</u>
Production	180	64	577	125	163	80	577	168
Services	25	168	346	201	22	182	346	231
Mechanics	3	150	346	255	3	200	385	284
Food Processing)	24	68	231	129	24	80	308	173
Culture	252	74	576	150	229	80	960	226
Resources	31	60	231	139	26	90	308	180
	18	120	231	127	18	150	308	214
	6	60	200	96	5	75	260	135
74	<u>1992</u>	<u>\$60</u>	<u>\$900</u>	<u>\$156</u>	<u>75</u>	<u>1680</u>	<u>\$70</u>	<u>\$1600</u>
								<u>\$230</u>

TABLE 7

REPORTED WEEKLY EARNINGS OF FULL-TIME WORKERS ON FARMS
AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY JOB TITLE

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
FARM TOTAL	481	\$ 65	\$529	\$149	392
Animal Handler	1	100	100	100	1
Baker	1	80	80	80	1
Barn Man	3	90	110	100	3
Bookkeeper	2	70	192	131	2
Calfer	2	125	161	143	0
Candler-Poultry	1	100	100	100	0
Dairyman	1	145	145	145	0
Deliveryman	2	140	150	145	0
Designer	1	154	154	154	1
Egg Collector	1	100	100	100	1
Equipment Operator	7	80	180	126	5
Farmhand	35	80	192	113	31
Field Worker	10	75	175	122	7
Flock Manager	1	100	100	100	1
Foreman	18	80	240	143	18
Foreman, Assistant	2	80	210	145	2
Forester	1	192	192	192	1
Forester, Assistant	1	154	154	154	1
Gardener	3	120	175	144	3
General Farm Labor	25	65	183	111	23
General Helper	6	70	150	111	6
Grader	2	84	100	92	0
Greenhouse Manager	1	154	154	154	1
Groomer	2	70	125	98	1
Grounds Keeper	1	138	138	138	1
Herdsmen	31	88	231	140	24
Herdsmen, Assistant	2	125	150	137	1
Horseman	1	131	131	131	1

TABLE 7

REPORTED WEEKLY EARNINGS OF FULL-TIME WORKERS ON FARMS
AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY JOB TITLE

NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
	LOW	HIGH	MEAN		LOW	HIGH	MEAN
<u>481</u>	<u>\$ 65</u>	<u>\$529</u>	<u>\$149</u>	<u>392</u>	<u>\$ 70</u>	<u>\$577</u>	<u>\$207</u>
1	100	100	100	1	120	120	120
1	80	80	80	1	100	100	100
3	90	110	100	3	125	160	145
2	70	192	131	2	80	346	213
2	125	161	143	0	NA	NA	NA
1	100	100	100	0	NA	NA	NA
1	145	145	145	0	NA	NA	NA
2	140	150	145	0	NA	NA	NA
1	154	154	154	1	192	192	192
1	100	100	100	1	125	125	125
7	80	180	126	5	90	200	152
35	80	192	113	31	100	200	147
10	75	175	122	7	100	200	146
1	100	100	100	1	100	100	100
18	80	240	143	18	88	360	143
2	80	210	145	2	100	300	200
1	192	192	192	1	288	288	288
1	154	154	154	1	231	231	231
3	120	175	144	3	140	212	184
25	65	183	111	23	75	200	151
6	70	150	111	6	100	225	150
2	84	100	92	0	NA	NA	NA
1	154	154	154	1	192	192	192
2	70	125	98	1	125	125	125
1	138	138	138	1	212	212	212
31	88	231	140	24	125	250	184
2	125	150	137	1	175	175	175
1	131	131	131	1	150	150	150

TABLE 7 (Continued)

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
Laborer	45	65	200	108	35
Landscape Architect	1	154	154	154	1
Machine Operator	1	138	138	138	1
Maintenance Man	1	180	180	180	1
Manager	60	77	350	168	47
Manager, Assistant	10	120	269	170	9
Mechanic	10	113	207	146	4
Milker	12	88	150	116	12
Office Help	1	150	150	150	1
Owner-Operator	125	77	1058	198	105
Packer	4	80	100	91	2
Pasteurizer	1	180	180	180	1
Picker	4	60	135	92	4
Propagator	1	192	192	192	1
Pruner	1	100	100	100	1
Riding Instructor	3	80	231	137	3
Sales Clerk	3	74	150	101	3
Salesman	3	192	288	240	3
Secretary	1	140	140	140	0
Serviceman	1	200	200	200	1
Sodder	1	80	80	80	0
Stable Hand	1	200	200	200	0
Supervisor	10	90	192	133	9
Superintendent	1	154	154	154	0
Superintendent, Assistant	1	80	80	80	1
Surveyor	1	154	154	154	1
Tractor Driver	1	83	83	83	1
Trainer	2	250	500	375	0
Truck Driver	1	125	125	125	1
Vice-President	1	288	288	288	1
Worker	5	80	180	111	5

TABLE 7 (Continued)

NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
	LOW	HIGH	MEAN		LOW	HIGH	MEAN
45	65	200	108	35	63	250	148
1	154	154	154	1	192	192	192
1	138	138	138	1	163	163	163
1	180	180	180	1	203	203	203
60	77	350	168	47	120	481	193
10	120	269	170	9	150	385	229
10	113	207	146	4	135	200	178
12	88	150	116	12	110	200	145
1	150	150	150	1	200	200	200
125	77	1058	198	105	115	1154	289
4	80	100	91	2	90	165	128
1	180	180	180	1	240	240	240
4	60	135	92	4	60	190	124
1	192	192	192	1	288	288	288
1	100	100	100	1	175	175	175
3	80	231	137	3	135	346	210
3	74	150	101	3	80	200	127
3	192	288	240	3	79	481	282
1	140	140	140	0	NA	NA	NA
1	200	200	200	1	275	275	275
1	80	80	80	0	NA	NA	NA
1	200	200	200	0	NA	NA	NA
10	90	192	133	9	130	288	179
1	154	154	154	0	NA	NA	NA
1	80	80	80	1	100	100	100
1	154	154	154	1	192	192	192
1	83	83	83	1	120	120	120
2	250	500	375	0	NA	NA	NA
1	125	125	125	1	200	200	200
1	288	288	288	1	423	423	423
5	80	180	111	5	90	270	163

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TABLE 7 (Continued)

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
AGRICULTURAL FIRM TOTAL	972	60	900	169	798
Accountant	3	120	200	161	1
Advertising Director	1	231	231	231	1
Animal Handler	2	150	150	150	1
Assembly Man	1	113	113	113	1
Barn Man	2	80	100	90	2
Boner	1	192	192	192	0
Bookkeeper	16	60	165	119	10
Broker	1	231	231	231	0
Bucket Operator	6	90	169	152	5
Buyer	5	125	275	198	5
Cashier	1	80	80	80	1
Cheese Maker	2	100	150	125	2
Civil Engineer	1	160	160	160	1
Clerk	11	70	250	117	9
Climber	10	120	160	144	9
Comptroller	1	481	481	481	0
County Agent	3	115	127	123	3
Crane Operator	3	118	158	139	3
Crew Chief-Tree	1	240	240	240	1
Cutter	1	120	120	120	1
Dairyman	1	192	192	192	1
Deliveryman	26	76	275	161	14
Dendrician	2	80	120	100	2
Designer	31	75	140	118	20
Draftsman	2	144	175	159	2
Equipment Operator	6	100	162	141	4
Field Representative	2	96	160	152	2
Foreman	44	120	481	177	37
Foreman, Assistant	2	150	160	155	1
Freezerman	3	74	250	191	0
Gardener	1	120	120	120	1
General Helper	7	70	152	114	3
Greenhouse, General	0	NA	NA	NA	0
Greenhouse Manager	1	150	150	150	1

TABLE 7 (Continued)

	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
		LOW	HIGH	MEAN		LOW	HIGH	MEAN
	972	60	900	169	798	70	1600	260
	3	120	200	161	1	225	225	225
	1	231	231	231	1	385	385	385
	2	150	150	150	1	160	160	160
	1	113	113	113	1	158	158	158
	2	80	100	90	2	140	150	145
	1	192	192	192	0	NA	NA	NA
	16	60	165	119	10	135	231	166
	1	231	231	231	0	NA	NA	NA
	6	90	169	152	5	219	320	236
	5	125	275	198	5	200	317	284
	1	80	80	80	1	96	96	96
	2	100	150	125	2	170	577	374
	1	160	160	160	1	300	300	300
	11	70	250	117	9	90	250	167
	10	120	160	144	9	170	230	201
	1	481	481	481	0	NA	NA	NA
	3	115	127	123	3	146	158	154
	3	118	158	139	3	129	200	173
	1	240	240	240	1	240	240	240
	1	120	120	120	1	160	160	160
	1	192	192	192	1	231	231	231
	26	76	275	161	14	111	220	173
	2	80	120	100	2	160	180	170
	31	75	140	118	20	119	240	194
	2	144	175	159	2	173	230	202
	6	100	162	141	4	120	180	164
	2	96	160	152	2	210	212	211
	44	120	481	177	37	157	673	222
	2	150	160	155	1	160	165	163
	3	74	250	191	0	NA	NA	NA
	1	120	120	120	1	140	140	140
	7	70	152	114	3	90	140	120
	0	NA	NA	NA	0	NA	NA	NA
	1	150	150	150	1	200	200	200

TABLE 7 (Continued)

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
Greenhouse Maintenance	4	90	154	110	4
Groomer	11	80	200	132	8
Groomer, Professional Dog	3	135	250	162	3
Grounds Maintenance	2	110	120	115	1
Groundsman-Tree	2	100	146	123	2
Grower	2	80	288	184	2
Horticulturist	1	240	240	240	1
Ice Cream Maker	4	192	269	250	1
Irrigator	1	112	112	112	1
Kennel Worker	14	80	150	95	11
Laboratory Technician	6	100	231	145	5
Laborer	33	80	250	113	29
Landscape Architect	2	93	160	127	2
Landscape Laborer	6	93	150	117	6
Landscaper	8	113	240	156	8
Logger	1	100	100	100	1
Machine Operator	1	240	240	240	1
Maintenance Man	6	90	150	125	5
Manager	124	74	577	189	106
Manager, Assistant	28	110	288	171	22
Mechanic	50	90	275	160	49
Meat Cutter	7	100	200	169	5
Milker	2	135	192	164	2
Mill Worker	1	100	100	100	1
Mower	2	100	120	110	2
Nurse, Veterinary	3	100	152	135	3
Office Help	3	80	125	106	2
Owner-Operator	164	80	577	213	120
Packer	4	80	168	144	2
Park Manager	1	191	191	191	1
Parts Man	9	80	150	118	9
Pasteurizer	5	192	226	219	1
Plant Specialist	3	310	310	310	1
Pro-Golf	3	265	308	279	3
Pro-Golf, Assistant	2	159	159	159	2
Pruner	1	115	115	115	1

TABLE 7 (Continued)

	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
		LOW	HIGH	MEAN		LOW	HIGH	MEAN
ance	4	90	154	110	4	151	225	190
	11	80	200	132	8	150	250	193
al Dog	3	135	250	162	3	212	275	229
	2	110	120	115	1	200	200	200
	2	100	146	123	2	140	230	185
	2	80	288	184	2	200	385	293
	1	240	240	240	1	250	250	250
	4	192	269	250	1	192	192	192
	1	112	112	112	1	140	140	140
	14	80	150	95	11	80	185	135
an	6	100	231	145	5	120	269	182
	33	80	250	113	29	140	275	171
	2	93	160	127	2	120	300	210
	6	93	150	117	6	138	180	153
	8	113	240	156	8	135	400	220
	1	100	100	100	1	200	200	200
	1	240	240	240	1	375	375	375
	6	90	150	125	5	120	288	164
	124	74	577	189	106	105	962	282
	28	110	288	171	22	173	673	242
	50	90	275	160	49	130	300	210
	7	100	200	169	5	160	240	226
	2	135	192	164	2	192	225	209
	1	100	100	100	1	200	200	200
	2	100	120	110	2	150	150	150
	3	100	152	135	3	140	220	193
	3	80	125	106	2	120	150	135
	164	80	577	213	120	112	962	350
	4	80	168	144	2	200	240	220
	1	191	191	191	1	223	223	223
	9	80	150	118	9	125	216	165
	5	192	226	219	1	231	231	231
	3	310	310	310	1	300	300	300
	3	265	308	279	3	385	444	424
	2	159	159	159	2	235	235	235
	1	115	115	115	1	192	192	192

TABLE 7 (Continued)

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
Radiologist	1	200	200	200	1
Receiver	1	106	106	106	1
Receptionist	12	70	140	99	9
Repairman	3	80	157	122	3
Riding Instructor	3	150	180	168	1
Rig Man	1	80	80	80	1
Sales Clerk	47	70	250	130	37
Salesman	18	90	180	139	12
Sanitation Man	1	192	192	192	1
Sausage Maker	2	170	300	235	2
Sawyer	1	160	160	160	1
Secretary	18	100	192	107	14
Serviceman	2	100	100	100	2
Site Planner	1	200	200	200	0
Sprayer	1	135	135	135	1
Spreader Operator	1	192	192	192	1
Stable Hand	3	80	164	116	1
Stock Boy	4	80	231	130	3
Superintendent	4	154	308	212	4
Superintendent, Assistant	6	134	192	163	6
Superintendent-Greenskeeper-Golf	8	96	288	209	8
Supervisors	12	130	247	190	9
Surgical Assistant	3	70	100	92	3
Taxidermist	1	481	481	481	0
Technician	5	80	231	145	4
Trail Guide	1	140	140	140	1
Trainer	4	96	400	178	4
Treasurer-Secretary	1	192	192	192	1
Tree Expert-Certified	1	260	260	260	0
Tree Man	3	80	250	143	3
Tree Surgeon	2	120	120	120	2
Trimmer	1	100	100	100	1
Truck Driver	14	74	327	157	11
Veterinarian	36	192	434	303	28
Veterinary Assistant	15	40	152	124	11
Veterinary Hospital Aide	2	80	125	103	0

TABLE 7 (Continued)

	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
		LOW	HIGH	MEAN		LOW	HIGH	MEAN
	1	200	200	200	1	240	240	240
	1	106	106	106	1	112	112	112
	12	70	140	99	9	100	196	168
	3	80	157	122	3	140	203	174
	3	150	180	168	1	180	180	180
	1	80	80	80	1	160	160	160
	47	70	250	130	37	112	319	205
	18	90	180	139	12	183	385	224
	1	192	192	192	1	231	231	231
	2	170	300	235	2	240	400	320
	1	160	160	160	1	300	300	300
	18	65	192	107	14	120	288	156
	2	100	100	100	2	160	240	200
	1	200	200	200	0	NA	NA	NA
	1	135	135	135	1	157	157	157
	1	192	192	192	1	250	250	250
	3	80	164	116	1	120	120	120
	4	80	231	130	3	90	175	125
	4	154	308	212	4	385	481	419
Assistant	6	134	192	163	6	231	312	254
Housekeeper-Golf	8	96	288	209	8	126	385	281
	12	130	247	190	9	170	358	270
	3	70	100	92	3	120	154	132
	1	481	481	481	0	NA	NA	NA
	5	80	231	145	4	160	288	215
	1	140	140	140	1	190	190	190
	4	96	400	178	4	192	400	228
by	1	192	192	192	1	288	288	288
ried	1	260	260	260	0	NA	NA	NA
	3	80	250	143	3	140	500	280
	2	120	120	120	2	180	200	190
	1	100	100	100	1	160	160	160
	14	74	327	157	11	120	358	201
	36	192	434	303	28	288	962	561
nt	15	40	152	124	11	130	304	235
1 Aide	2	80	125	103	0	NA	NA	NA

TABLE 7 (Continued)

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
Veterinary Technician	3	115	250	162	3
Vice-President	3	173	288	218	4
Ward Attendant	1	60	60	60	1
Warehouse	4	80	150	114	4
Welder	1	200	200	200	1
Worker	2	125	125	125	2
COMBINATION FARM AND AG. FIRM TOTAL	<u>539</u>	<u>60</u>	<u>577</u>	<u>141</u>	<u>490</u>
Barn Man	1	60	60	60	0
Bookkeeper	2	110	120	115	2
Buyer	4	90	192	118	3
Clerk	3	70	100	83	3
Climber	2	120	120	120	2
Comptroller	1	288	288	288	0
Crew Chief-Tree	1	150	150	150	1
Dairyman	1	100	100	100	1
Deliveryman	11	80	150	103	9
Designer	29	84	170	108	26
Egg Collector	1	150	150	150	1
Equipment Operator	2	120	168	144	2
Farmhand	5	64	100	80	5
Field Worker	1	231	231	231	1
Foreman	30	120	346	170	26
Foreman, Assistant	3	80	135	117	3
Forestry Technician	1	120	120	120	1
General Farm Labor	2	150	150	150	2
General Helper	6	60	120	93	5
Greenhouse, General	4	74	120	94	2
Greenhouse Keeper	4	90	212	125	1
Greenhouse Manager	6	150	194	163	5
Greenhouse Manager, Assistant	3	80	150	127	3
Greens Maintenance	1	90	90	90	1
Groomer	2	77	100	89	1
Grounds Keeper	1	60	60	60	0
Groundsman-Tree	1	140	140	140	1
Grower	6	121	403	271	7

TABLE 7 (Continued)

	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
		LOW	HIGH	MEAN		LOW	HIGH	MEAN
Man	3	115	250	162	3	192	400	264
	3	173	288	218	4	212	481	317
	1	60	60	60	1	100	100	100
	4	80	150	114	4	110	175	153
	1	200	200	200	1	300	300	300
	2	125	125	125	2	220	220	220
AG. FIRM TOTAL	<u>539</u>	<u>60</u>	<u>577</u>	<u>141</u>	<u>490</u>	<u>75</u>	<u>960</u>	<u>200</u>
	1	60	60	60	0	NA	NA	NA
	2	110	120	115	2	110	180	145
	4	90	192	118	3	100	288	169
	3	70	100	83	3	83	150	118
	2	120	120	120	2	150	280	215
	1	288	288	288	0	NA	NA	NA
	1	150	150	150	1	200	200	200
	1	100	100	100	1	160	160	160
	11	80	150	103	9	100	165	126
	29	84	170	108	26	130	219	158
	1	150	150	150	1	200	200	200
	2	120	168	144	2	160	180	170
	5	64	100	80	5	80	160	123
	1	231	231	231	1	269	269	269
	30	120	346	170	26	175	280	217
	3	80	135	117	3	120	173	155
	1	120	120	120	1	150	150	150
	2	150	150	150	2	175	200	188
	6	60	120	93	5	100	300	152
	4	74	120	94	2	80	121	101
	4	90	212	125	1	120	120	120
	6	150	194	163	5	150	320	246
Assistant	3	80	150	127	3	120	250	173
	1	90	90	90	1	160	160	160
	2	77	100	89	1	115	115	115
	1	60	60	60	0	NA	NA	NA
	1	140	140	140	1	188	188	188
	6	121	403	271	7	161	624	305

TABLE 7 (Continued)

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES
		LOW	HIGH	MEAN	
Herdsmen	3	96	163	141	3
Horseman	1	125	125	125	0
Horticulturist	1	192	192	192	0
Inspector	1	68	68	68	1
Irrigator	2	97	170	134	2
Kennel Worker	1	95	95	95	1
Laborer	24	60	127	106	21
Landscape Architect	1	110	110	110	1
Landscape Laborer	3	74	101	92	3
Landscaper	8	144	900	291	8
Maintenance Man	3	90	130	107	3
Manager	55	115	300	194	51
Manager, Assistant	14	75	150	157	12
Meat Cutter	1	100	100	100	1
Meat Processor	1	100	100	100	1
Mechanic	4	97	163	147	4
Mill Worker	1	182	182	182	0
Nurseryman	4	74	105	91	3
Office Help	2	90	288	189	1
Owner-Operator	53	114	316	201	45
Packer	3	70	90	83	3
Picker	2	124	124	124	2
Plant Specialist	1	165	165	165	1
Planter	1	80	80	80	0
Potter	2	100	100	100	2
Propagator	8	123	240	148	8
Riding Instructor	1	60	60	60	1
Sales Clerk	16	80	154	103	16
Salesman	1	144	144	144	1
Secretary	2	80	385	233	1
Serviceman	1	192	192	192	1
Sorter	2	88	96	92	2
Sprayer	1	97	97	97	1
Stable Hand	1	101	101	101	1
Superintendent	2	171	171	171	2

TABLE 7 (Continued)

NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
	LOW	HIGH	MEAN		LOW	HIGH	MEAN
3	96	163	141	3	115	259	211
1	125	125	125	0	NA	NA	NA
1	192	192	192	0	NA	NA	NA
1	68	68	68	1	120	120	120
2	97	170	134	2	158	240	199
1	95	95	95	1	125	125	125
24	60	127	106	21	100	205	141
1	110	110	110	1	160	160	160
3	74	101	92	3	160	193	182
8	144	900	291	8	168	1200	393
3	90	130	107	3	140	180	153
55	115	300	194	51	184	509	290
14	75	150	157	12	192	253	217
1	100	100	100	1	225	225	225
1	100	100	100	1	200	200	200
4	97	163	147	4	158	192	184
1	182	182	182	0	NA	NA	NA
4	74	105	91	3	100	200	160
2	90	288	189	1	120	120	120
53	114	316	201	45	192	577	309
3	70	90	83	3	88	142	124
2	124	124	124	2	151	151	151
1	165	165	165	1	200	200	200
1	80	80	80	0	NA	NA	NA
2	100	100	100	2	137	137	137
8	123	240	148	8	154	346	201
1	60	60	60	1	75	75	75
16	80	154	103	16	100	231	146
1	144	144	144	1	168	168	168
2	80	385	233	1	120	385	252
1	192	192	192	1	231	231	231
2	88	96	92	2	99	125	112
1	97	97	97	1	158	158	158
1	101	101	101	1	101	101	101
2	171	171	171	2	225	225	225

TABLE 7 (Continued)

JOB TITLE	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	M
		LOW	HIGH	MEAN		
Superintendent, Greenskeeper-Golf	2	192	231	212	2	
Supervisor	5	125	192	155	5	
Tack Keeper	1	60	60	60	0	
Trainer	3	125	150	142	2	
Treasurer-Secretary	1	288	288	288	0	
Truck Driver	2	140	192	166	1	
Vice-President	3	154	288	203	2	
Worker	2	80	120	100	1	
TOTAL ALL JOB TITLES	<u>1992</u>	<u>60</u>	<u>900</u>	<u>156</u>	<u>1680</u>	

TABLE 7 (Continued)

	NO. OF EMPLOYER RESPONSES	MINIMUM WEEKLY EARNINGS			NO. OF EMPLOYER RESPONSES	MAXIMUM WEEKLY EARNINGS		
		LOW	HIGH	MEAN		LOW	HIGH	MEAN
nskeeper-Golf	2	192	231	212	2	288	385	337
	5	125	192	155	5	154	288	227
	1	60	60	60	0	NA	NA	NA
	3	125	150	142	2	175	250	163
	1	288	288	288	0	NA	NA	NA
	2	140	192	166	1	160	192	176
	3	154	288	203	2	192	385	289
	2	80	120	100	1	120	120	120
	<u>1992</u>	<u>60</u>	<u>900</u>	<u>156</u>	<u>1680</u>	<u>70</u>	<u>1600</u>	<u>230</u>

firms, the mean was \$207, with a low of \$00 and a high of \$900 reported.

The mean minimum weekly earnings of workers in combination farms and agricultural firms were \$141, with a low of \$60 and a high of \$577 being reported.

33

Fewer responses regarding maximum weekly earnings were obtained by the interviewers. A total of 1,680 employer responses were reported. For all categories, the mean maximum weekly earnings of workers were \$230. Maximum weekly earnings ranged from a low of \$70 to a high of \$1,600. On farms, the mean was \$207, with a low of \$70 and a high of \$577. In agricultural firms, the mean was \$260, with a low of \$70 and a high of \$1,600. The mean maximum weekly earnings of workers in combination farms and agricultural firms was \$300, with a low of \$75 and a high of \$960 being reported. Minimum and maximum weekly earnings are presented by job title in Table 7.

26

Agricultural employers were asked to indicate which jobs require prior experience in agriculture for entry level employment on farms and in agricultural firms in Connecticut. The data are presented in Table 8 by category and in Table 9 by job title. There were 2,199 responses to this question. For the total of all job titles, employers reported that experience was required in 80 per cent of the cases while no experience was required in 20 per cent. As shown in Table 8, a higher percentage of farmers indicated that prior experience was necessary than did employers in any other category. Ninety-two per cent of the farmers' responses

Based upon 1,992 employer responses, the mean minimum weekly earnings of full-time workers in all categories were \$156. The lowest minimum weekly earnings reported were \$60 and the highest were \$900. On farms, the mean was \$149, with a low of \$65 and a high of \$529. In agricultural firms, the mean was \$169, with a low of \$60 and a high of \$900 reported. The mean minimum weekly earnings of workers in combination farms and agricultural firms were \$141, with a low of \$60 and a high of \$577 being reported.

Fewer responses regarding maximum weekly earnings were obtained by the interviewers. A total of 1,680 employer responses were reported. For all categories, the mean maximum weekly earnings of workers were \$230. Maximum weekly earnings ranged from a low of \$70 to a high of \$1,600. On farms, the mean was \$207, with a low of \$70 and a high of \$577. In agricultural firms, the mean was \$260, with a low of \$70 and a high of \$1,600. The mean maximum weekly earnings of workers in combination farms and agricultural firms was \$200, with a low of \$75 and a high of \$960 being reported. Minimum and maximum weekly earnings are presented by job title in Table 7.

Agricultural employers were asked to indicate which jobs require prior experience in agriculture for entry level employment on farms and in agricultural firms in Connecticut. The data are presented in Table 8 by category and in Table 9 by job title. There were 2,199 responses to

TABLE 8

JOBS WHICH REQUIRE PRIOR EXPERIENCE IN AGRICULTURE FOR ENTRY EMPLOYMENT ON
FARMS AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYER RESPONSES	EXPERIENCE REQUIRED	R E S P O N S E	
			(By per cent)	N
FARM TOTAL	<u>716</u>	<u>92</u>		
Agricultural Production	716	92		
AGRICULTURAL FIRM TOTAL	<u>1058</u>	<u>70</u>		
Agricultural Production	254	70		
Ag. Supplies and Services	95	68		
Ag. Equipment and Mechanics	145	63		
Ag. Products (Food Processing)	95	76		
Ornamental Horticulture	334	72		
Renewable Natural Resources	72	80		
Forestry	8	50		
Other	55	56		
COMBINATION FARM AND AG. FIRM TOTAL	<u>425</u>	<u>85</u>		
Agricultural Production	88	90		
Ag. Supplies and Services	12	83		
Ag. Equipment and Mechanics	4	67		
Ag. Products (Food Processing)	29	87		
Ornamental Horticulture	260	83		
Renewable Natural Resources	18	83		
Forestry	4	100		
Other	10	90		
TOTAL ALL CATEGORIES	<u>2199</u>	<u>80</u>		
	94			95

TABLE 8

6 WHICH REQUIRE PRIOR EXPERIENCE IN AGRICULTURE FOR ENTRY EMPLOYMENT ON
FARMS AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY CATEGORY

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (By per cent)	
		EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
tion	<u>716</u> 716	<u>92</u> 92	<u>8</u> 8
AL	<u>1058</u>	<u>70</u>	<u>30</u>
tion	254	70	30
rvices	95	68	32
mechanics	145	63	37
Processing)	95	76	24
ture	334	72	28
resources	72	80	20
	8	50	50
	55	56	44
AG. FIRM TOTAL	<u>425</u>	<u>85</u>	<u>15</u>
tion	88	90	10
rvices	12	83	17
mechanics	4	67	33
Processing)	29	87	13
ture	260	83	17
resources	18	83	17
	4	100	0
	10	90	10
	<u>2199</u>	<u>80</u>	<u>20</u>
34		95	

TABLE 9
JOBS WHICH REQUIRE PRIOR EXPERIENCE IN AGRICULTURE FOR ENTRY EMPLOYMENT ON
FARMS AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY JOB TITLE

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E (by per cent)	NO
		EXPERIENCE REQUIRED	
FARM TOTAL	716	92%	
Animal Handler	1	100	
Barn Man	3	100	
Bookkeeper	4	100	
Calfer	2	100	
Candler-Poultry	1	100	
Cutter	1	100	
Dairyman	1	0	
Deliveryman	3	67	
Designer	1	100	
Egg Collector	1	100	
Equipment Operator	9	100	
Farmhand	52	87	
Field Worker	19	95	
Flock Manager	1	100	
Foreman	21	90	
Foreman, Assistant	2	50	
Forester	1	100	
Forester, Assistant	1	100	
Gardener	3	100	
General Farm Labor	30	77	
General Helper	10	90	
Grader	1	100	
Greenhouse Keeper	1	100	
Greenhouse Manager	2	100	
Groomer	1	100	
Grounds Keeper	1	100	
Herdsman	34	97	
Herdsman, Assistant	4	100	
Horseman	1	100	

TABLE 9

WHICH REQUIRE PRIOR EXPERIENCE IN AGRICULTURE FOR ENTRY EMPLOYMENT ON
FARMS AND IN AGRICULTURAL FIRMS IN CONNECTICUT
BY JOB TITLE

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
	EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
<u>716</u>	<u>92%</u>	<u>8%</u>
1	100	0
3	100	0
4	100	0
2	100	0
1	100	0
1	100	0
1	0	100
3	67	33
1	100	0
1	100	0
9	100	0
52	87	13
19	95	5
1	100	0
21	90	10
2	50	50
1	100	0
1	100	0
3	100	0
30	77	23
10	90	10
1	100	0
1	100	0
2	100	0
1	100	0
1	100	0
34	97	3
4	100	0
1	100	0

TABLE 9 (Continued)

	NUMBER OF EMPLOYER RESPONSES	RESPONSE (by per cent) EXPERIENCE REQUIRED
Inspector	1	100
Laboratory Technician	1	100
Laborer	74	76
Landscape Architect	1	100
Machine Operator	3	100
Maintenance Man	2	100
Manager	77	99
Manager, Assistant	16	100
Mechanic	12	92
Milker	20	90
Office Help	1	100
Owner-Operator	232	99
Packer	3	100
Pasteurizer	1	100
Picker	8	75
Propagator	1	100
Pruner	3	100
Riding Instructor	4	100
Sales Clerk	4	75
Salesman	4	75
Secretary	2	100
Serviceman	1	100
Sorter	2	100
Sower	3	100
Supervisor	9	100
Superintendent	1	100
Superintendent, Assistant	1	0
Trainer	3	100
Truck Driver	3	33
Vice-President	1	100
Warehouse Man	2	100
Worker	8	63

TABLE 9 (Continued)

NUMBER OF EMPLOYER RESPONSES	RESPONSES (by per cent)	
	EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
1	100	0
1	100	0
74	76	24
1	100	0
3	100	0
2	100	0
77	99	1
16	100	0
12	92	8
20	90	10
1	100	0
232	99	1
3	100	0
1	100	0
8	75	25
1	100	0
3	100	0
4	100	0
4	75	25
4	75	25
2	100	0
1	100	0
2	100	0
3	100	0
9	100	0
1	100	0
1	0	100
3	100	0
3	33	67
1	100	0
2	100	0
8	63	37

stant

TABLE 9 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	RESPONSE
		(by per cent) EXPERIENCE REQUIRED
AGRICULTURAL FIRM TOTAL	1058	70%
Accountant	2	100
Advertising Director	1	100
Animal Handler	2	100
Assembly Man	7	100
Barn Man	2	100
Borer	1	100
Bookkeeper	14	50
Broker	1	100
Bucket Operator	4	100
Buyer	6	50
Carpenter	1	0
Cheese Maker	1	100
Civil Engineer	2	100
Clerk	8	50
Climber	9	67
Comptroller	3	67
County Agent	3	100
Crane Operator	1	100
Crew Chief-Tree	1	100
Cutter	1	100
Dairyman	1	0
Delivery	18	28
Dendrician	1	100
Designer	37	65
Draftsman	1	0
Equipment Operator	4	50
Farm Hand	1	100
Field Representative	3	67
Foreman	56	61
Foreman-Assistant	2	100
Freezerman	2	0
Gardener	3	73
General Farm Labor	1	100

100

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TABLE 9 (Continued)

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
	EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED

<u>1058</u>	<u>70%</u>	<u>30%</u>
2	100	0
1	100	0
2	100	0
7	100	0
2	100	0
1	100	0
14	50	50
1	100	0
4	100	0
6	50	50
1	0	100
1	100	0
2	100	0
8	50	50
9	67	33
3	67	33
3	100	0
1	100	0
1	100	0
1	100	0
1	0	100
18	28	72
1	100	0
37	65	35
1	0	100
4	50	50
1	100	0
3	67	33
56	61	39
2	100	0
2	0	100
3	33	67
1	100	0

TABLE 9 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	RESPONSE (by per cent)	
		EXPERIENCE REQUIRED	NO
General Helper	7	57	
Greenhouse, General	1	100	
Greenhouse Keeper	3	100	
Greenhouse Manager	2	100	
Greenhouse Maintenance	5	60	
Groomer	14	50	
Groomer, Professional Dog	2	100	
Grounds Keeper	1	0	
Grounds Maintenance	2	100	
Groundsman-Tree	2	100	
Grower	2	50	
Horseman	1	100	
Horticulturist	1	100	
Irrigator	1	100	
Kennel Worker	19	67	
Laboratory Technician	4	75	
Laborer	39	46	
Landscape Architect	2	100	
Landscape Laborer	6	83	
Landscaper	8	100	
Logger	1	0	
Machine Operator	1	100	
Maintenance	6	50	
Manager	135	76	
Manager-Assistant	28	86	
Mechanic	39	59	
Meat Cutter	3	67	
Milker	1	100	
Mill Worker	1	0	
Mower	2	100	
Nurse, Veterinary	3	67	
Nurseryman	1	100	
Office Help	4	75	
Owner-Operator	220	79	

TABLE 9 (Continued)

	NUMBER OF EMPLOYER RESPONSES	RESPONSES (by per cent)	
		EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
	7	57	43
	1	100	0
	3	100	0
	2	100	0
	5	60	40
	14	50	50
Dog	2	100	0
	1	0	100
	2	100	0
	2	100	0
	2	50	50
	1	100	0
	1	100	0
	1	100	0
	19	63	37
	4	75	25
	39	46	54
	2	100	0
	6	83	17
	8	100	0
	1	0	100
	1	100	0
	6	50	50
	135	76	24
	28	86	14
	39	59	41
	3	67	33
	1	100	0
	1	0	100
	2	100	0
	3	67	33
	1	100	0
	4	75	25
	220	79	21

TABLE 9 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	RESPONSE (by per cent)	
		EXPERIENCE REQUIRED	NO
Packer	2	0	
Park Manager	2	50	
Parts Man	6	83	
Pasteurizer	2	100	
Plant Specialist	1	100	
Pro-Golf	4	25	
Pro-Golf-Assistant	3	0	
Pruner	1	0	
Radiologist	1	0	
Receiver	1	0	
Receptionist	10	50	
Repairman	2	100	
Riding Instructor	4	100	
Rig Man	3	0	
Sales Clerk	48	56	
Salesman	11	55	
Sausage Maker	2	100	
Sawyer	1	0	
Secretary	22	36	
Serviceman	2	100	
Site Planner	1	100	
Snow Plower	1	100	
Sprayer	2	50	
Spreader Operator	1	100	
Stable Hand	4	100	
Stock Boy	3	33	
Superintendent	4	100	
Superintendent-Assistant	5	100	
Superintendent-Greenskeeper-Golf	7	71	
Supervisors	12	83	
Surgical Assistant	1	100	
Taxidermist	1	100	
Technician	4	75	
Trail Guide	3	67	

TABLE 9 (Continued)

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
		EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
	2	0	100
	2	50	50
	6	83	17
	2	100	0
	1	100	0
	4	25	75
	3	0	100
	1	0	100
	1	0	100
	1	0	100
	10	50	50
	2	100	0
	4	100	0
	3	0	100
	48	56	44
	11	55	45
	2	100	0
	1	0	100
	22	36	64
	2	100	0
	1	100	0
	1	100	0
	2	50	50
	1	100	0
	4	100	0
	3	33	67
	4	100	0
stant	5	100	0
skeeper-Golf	7	71	29
	12	83	17
	1	100	0
	1	100	0
	4	75	25
	3	67	33

TABLE 9 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E (by per cent)	
		EXPERIENCE REQUIRED	NO
Trainer	7	57	
Treasurer-Secretary	2	100	
Tree Expert-Certified	1	100	
Tree Man	2	50	
Tree Surgeon	2	100	
Truck Driver	12	67	
Veterinarian	52	92	
Veterinary Assistant	18	67	
Veterinary Hospital Aide	1	100	
Veterinary Technician	3	67	
Vice-President	6	83	
Warehouse	3	0	
Welder	1	100	
Worker	4	100	
COMBINATION FARM AND AG. FIRM TOTAL	<u>425</u>	<u>85%</u>	
Agronomist	1	100	
Animal Handler	1	100	
Barn Man	5	80	
Bookkeeper	1	0	
Cashier	1	0	
Clerk	5	60	
Climber	2	50	
Comptroller	1	100	
Crew Chief-Tree	1	100	
Deliveryman	7	43	
Designer	28	79	
Egg Collector	2	100	
Equipment Operator	1	100	
Farmhand	5	80	
Field Worker	5	60	
Foreman	29	53	
Foreman-Assistant	2	100	

TABLE 9 (Continued)

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
		EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
	7	57	43
	2	100	0
	1	100	0
	2	50	50
	2	100	0
	12	67	33
	52	92	8
	18	67	33
	1	100	0
	3	67	33
	6	83	17
	3	0	100
	1	100	0
	4	100	0
FIRM TOTAL	<u>425</u>	<u>85%</u>	<u>15%</u>
	1	100	0
	1	100	0
	5	80	20
	1	0	100
	1	0	100
	5	60	40
	2	50	50
	1	100	0
	1	100	0
	7	43	57
	28	79	21
	2	100	0
	1	100	0
	5	80	20
	5	60	40
	29	93	7
	2	100	0

TABLE 9 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E (by per cent)	
		EXPERIENCE REQUIRED	NO
Gardener	2	100	
General Farm Labor	3	100	
General Helper	7	43	
Grader	0	0	
Greenhouse General	7	71	
Greenhouse Keeper	3	67	
Greenhouse Manager	6	100	
Greenhouse Manager-Assistant	3	100	
Greens Maintenance	2	50	
Groomer	1	0	
Groundsman-Tree	1	0	
Grower	8	88	
Herdsman	2	100	
Horseman	2	100	
Horticulturist	1	100	
Inspector	2	100	
Irrigator	1	100	
Kennel Worker	3	0	
Laborer	18	67	
Landscape Architect	1	100	
Landscape Laborer	4	50	
Landscaper	9	89	
Maintenance	3	100	
Manager	54	96	
Manager-Assistant	14	93	
Meat Cutter	1	100	
Meat Processor	1	0	
Mechanic	4	75	
Mill Worker	1	100	
Nurseryman	6	83	
Office Help	2	100	
Owner-Operator	92	96	
Packer	3	33	
Picker	2	100	

TABLE 9 (Continued)

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
		EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
	2	100	0
	3	100	0
	7	43	57
	0	0	0
	7	71	29
	3	67	33
	6	100	0
Assistant	3	100	0
	2	50	50
	1	0	100
	1	0	100
	8	88	12
	2	100	0
	2	100	0
	1	100	0
	2	100	0
	1	100	0
	3	0	100
	18	67	33
	1	100	0
	4	50	50
	9	89	11
	3	100	0
	54	96	4
	14	93	7
	1	100	0
	1	0	100
	4	75	25
	1	100	0
	6	83	17
	2	100	0
	92	96	4
	3	33	67
	2	100	0

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TABLE 9 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	RESPONSE (by per cent)	
		EXPERIENCE REQUIRED	N
Planter	2	100	
Potter	1	100	
Propagator	5	100	
Pruner	1	100	
Riding Instructor	3	100	
Sales Clerk	17	59	
Salesman	3	100	
Secretary	2	50	
Serviceman	1	100	
Sorter	1	100	
Stable Hand	1	100	
Superintendent	2	100	
Superintendent Greenskeeper-Golf	2	100	
Supervisor	4	100	
Terrarium Maker	1	0	
Trail Guide	1	100	
Trainer	4	100	
Transplanter	1	0	
Treasurer-Secretary	1	100	
Tree Man	1	100	
Truck Driver	2	50	
Vice-President	1	100	
Worker	2	50	
TOTAL - ALL JOB TITLES	<u>2199</u>	<u>80</u>	

TABLE 9 (Continued)

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
		EXPERIENCE REQUIRED	NO EXPERIENCE REQUIRED
	2	100	0
	1	100	0
	5	100	0
	1	100	0
	3	100	0
	17	59	41
	3	100	0
	2	50	50
	1	100	0
	1	100	0
	1	100	0
	2	100	0
keeper-Self	2	100	0
	4	100	0
	1	0	100
	1	100	0
	4	100	0
	1	0	100
	1	100	0
	1	100	0
	2	50	50
	1	100	0
	2	50	50
ES	<u>2199</u>	<u>80</u>	<u>20</u>

indicated that prior experience in agriculture was needed for entry employment while 85 per cent of the farm/firm operators' responses and 70 per cent of the agricultural firm operators' responses indicated that prior experience was required. Experience required by instructional area in each of the three categories is also shown in Table 8. The percentage of employers' responses regarding whether or not experience is required by job title is shown in Table 9.

In the next two tables, data regarding the minimum formal educational level Connecticut agricultural employers would accept for beginning employees is presented. The data are presented by category and instructional area in Table 10 and by job title in Table 11. A total of 2,636 employer responses were recorded. For all categories, 21 per cent of the agricultural employers' responses indicated that the minimum formal educational level they would accept for beginning employees was less than high school, 47 per cent required a high school diploma, 12 per cent, a post-secondary one or two year program; eight per cent, a college degree; two per cent, an advanced degree; and ten per cent, a specialized training program.

Based on 799 responses from farmers, 30 per cent of the responses indicated that the minimum formal educational level required was less than a high school education, 42 per cent, a high school diploma; 14 per cent, a one or two year post-secondary program; six per cent, a college degree; one per cent, an advanced degree; and seven per cent, a specialized training program.

A total of 52 per cent of the 1,297 agricultural firm operator responses stated that a high school diploma was necessary for beginning employment. Fifteen per cent of the responses indicated less than high school; 11 per cent, a post-secondary one or two year program; eight per

TABLE 10

MINIMUM FORMAL EDUCATIONAL LEVEL CONNECTICUT AGRICULTURAL EMPLOYERS
WOULD ACCEPT FOR BEGINNING EMPLOYEES
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
FARM TOTAL	<u>799</u>	<u>30%</u>	<u>42%</u>	<u>14%</u>	<u>6%</u>
Agricultural Production	799	30	42	14	6
AGRICULTURAL FIRM TOTAL	<u>1297</u>	<u>15</u>	<u>52</u>	<u>11</u>	<u>8</u>
Agricultural Production	310	18	44	8	7
Ag. Supplies and Services	117	11	65	10	8
Ag. Equipment and Mechanics	177	8	56	13	10
Ag. Products (Food Processing)	157	13	58	11	4
Ornamental Horticulture	385	18	52	14	7
Renewable Natural Resources	72	19	41	14	14
Forestry	8	0	50	50	0
Other	71	19	63	0	14
COMBINATION FARM AND AG. FIRM TOTAL	<u>540</u>	<u>21</u>	<u>42</u>	<u>11</u>	<u>9</u>
Agricultural Production	102	23	40	12	11
Ag. Supplies and Services	12	25	42	33	0
Ag. Equipment and Mechanics	3	0	100	0	0
Ag. Products (Food Processing)	30	20	47	7	3
Ornamental Horticulture	355	20	41	9	9
Renewable Natural Resources	22	36	36	0	0
Forestry	5	0	40	20	40
Other	11	9	82	0	9
TOTAL ALL CATEGORIES	<u>2636</u>	<u>21</u>	<u>47</u>	<u>12</u>	<u>8</u>

TABLE 10

MINIMUM FORMAL EDUCATIONAL LEVEL CONNECTICUT AGRICULTURAL EMPLOYERS
WOULD ACCEPT FOR BEGINNING EMPLOYEES
BY CATEGORY

	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)			SPECIALIZED TRAINING PROGRAM
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	
	<u>799</u>	<u>30%</u>	<u>42%</u>	<u>24%</u>	<u>6%</u>	<u>1%</u>	<u>7%</u>
tion	799	30	42	14	6	1	7
L	<u>1297</u>	<u>15</u>	<u>52</u>	<u>11</u>	<u>8</u>	<u>4</u>	<u>10</u>
tion	310	18	44	8	7	13	10
rvices	117	11	65	10	8	0	6
echanics	177	8	56	13	10	0	13
rocessing)	157	13	58	11	4	2	12
ture	385	18	52	14	7	1	8
esources	72	19	41	14	14	0	12
	8	0	50	50	0	0	0
	71	19	63	0	14	1	3
AG. FIRM TOTAL	<u>540</u>	<u>21</u>	<u>42</u>	<u>11</u>	<u>9</u>	<u>0</u>	<u>17</u>
tion	102	23	40	12	11	0	14
rvices	12	25	42	33	0	0	0
echanics	3	0	100	0	0	0	0
Processing)	30	20	47	7	3	0	23
ture	355	20	41	9	9	0	21
esources	22	36	36	0	0	0	28
	5	0	40	20	40	0	0
	11	9	82	0	9	0	0
	<u>2636</u>	<u>21</u>	<u>47</u>	<u>12</u>	<u>8</u>	<u>2</u>	<u>10</u>

TABLE 11

MINIMUM FORMAL EDUCATIONAL LEVEL CONNECTICUT AGRICULTURAL EMPLOYERS
WOULD ACCEPT FOR BEGINNING EMPLOYEES
BY JOB TITLE

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
FARM TOTAL	799	30%	42%	14%	6%
Animal Handler	1	100	0	0	0
Baker	1	0	0	0	0
Barn Man	3	0	100	0	0
Bookkeeper	5	0	20	40	40
Buyer	1	0	100	0	0
Calfer	2	0	100	0	0
Candler-Poultry	2	50	50	0	0
Cutter	1	100	0	0	0
Dairyman	1	0	100	0	0
Data Processor	1	100	0	0	0
Deliveryman	4	75	25	0	0
Designer	1	0	100	0	0
Egg Collector	3	67	33	0	0
Equipment Operator	9	11	78	0	0
Farmhand	60	43	55	0	0
Field Worker	20	50	35	10	5
Flock Manager	1	100	0	0	0
Foreman	22	18	68	9	0
Foreman, Assistant	2	50	50	0	0
Forester	1	0	0	0	0
Forester, Assistant	1	0	0	100	0
Gardener	3	67	0	33	0
General Farm Labor	34	62	29	6	0
General Helper	16	63	19	12	0
Grader	2	50	50	0	0
Greenhouse Keeper	1	0	0	100	0
Greenhouse Manager	2	0	0	0	100
Groomer	2	50	0	0	0

TABLE 11

MINIMUM FORMAL EDUCATIONAL LEVEL CONNECTICUT AGRICULTURAL EMPLOYERS
WOULD ACCEPT FOR BEGINNING EMPLOYEES
BY JOB TITLE

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)						SPECIALIZED TRAINING PROGRAM
	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE		
<u>799</u>	<u>30%</u>	<u>42%</u>	<u>14%</u>	<u>6%</u>	<u>1%</u>		<u>7%</u>
1	100	0	0	0	0		0
1	0	0	0	0	0		100
3	0	100	0	0	0		0
5	0	20	40	40	0		0
1	0	100	0	0	0		0
2	0	100	0	0	0		0
2	50	50	0	0	0		0
1	100	0	0	0	0		0
1	0	100	0	0	0		0
1	100	0	0	0	0		0
4	75	25	0	0	0		0
1	0	100	0	0	0		0
3	67	33	0	0	0		0
9	11	78	0	0	0		11
60	43	55	0	0	0		2
20	50	35	10	5	0		0
1	100	0	0	0	0		0
22	18	68	9	0	0		5
2	50	50	0	0	0		0
1	0	0	0	0	100		0
1	0	0	100	0	0		0
3	67	0	33	0	0		0
34	62	29	6	0	0		3
16	63	19	12	0	0		6
2	50	50	0	0	0		0
1	0	0	100	0	0		0
2	0	0	0	100	0		0
2	50	0	0	0	0		50

TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
Grounds Keeper	1	0	100	0	0
Herdsman	34	20	53	12	6
Herdsman, Assistant	4	0	50	25	0
Horseman	1	100	0	0	0
Inspector	1	100	0	0	0
Laboratory Technician	1	0	0	0	100
Laborer	102	54	37	7	1
Landscape Architect	2	0	50	0	50
Machine Operator	3	33	67	0	0
Maintenance Man	2	100	0	0	0
Manager	83	12	48	17	12
Manager, Assistant	17	12	35	29	6
Mechanic	15	7	33	27	0
Milker	21	43	52	0	0
Office Help	3	67	33	0	0
Owner-Operator	215	14	47	22	10
Packer	14	42	22	22	7
Pasteurizer	1	0	0	100	0
Picker	10	80	10	0	0
Propagator	1	0	0	0	100
Pruner	3	100	0	0	0
Riding Instructor	4	25	25	25	0
Sales Clerk	5	20	40	20	0
Salesman	4	25	25	50	0
Secretary	4	0	75	25	0
Serviceman	1	0	0	100	0
Sodder	1	0	100	0	0
Sorter	2	50	50	0	0
Sower	3	100	0	0	0
Stable Hand	2	50	0	50	0
Supervisor	5	20	20	0	0
Superintendent	1	0	100	0	0
Superintendent, Assistant	1	100	0	0	0
Surveyor	1	0	0	100	0

TABLE 11 (Continued)

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)					
	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	SPECIALIZED TRAINING PROGRAM
1	0	100	0	0	0	0
34	20	53	12	6	0	9
4	0	50	25	0	0	25
1	100	0	0	0	0	0
1	100	0	0	0	0	0
1	0	0	0	100	0	0
102	54	37	7	1	0	1
2	0	50	0	50	0	0
3	33	67	0	0	0	0
2	100	0	0	0	0	0
83	12	48	17	12	0	11
17	12	35	29	6	0	18
15	7	33	27	0	0	33
21	43	52	0	0	0	5
3	67	33	0	0	0	0
215	14	47	22	10	0	7
14	42	22	22	7	0	7
1	0	0	100	0	0	0
10	80	10	0	0	0	10
1	0	0	0	100	0	0
3	100	0	0	0	0	0
4	25	25	25	0	0	25
5	20	40	20	0	0	20
4	25	25	50	0	0	0
4	0	75	25	0	0	0
1	0	0	100	0	0	0
1	0	100	0	0	0	0
2	50	50	0	0	0	0
3	100	0	0	0	0	0
2	50	0	50	0	0	0
5	20	20	0	0	0	60
1	0	100	0	0	0	0
1	100	0	0	0	0	0
1	0	0	100	0	0	0

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TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
Tractor Driver	1	0	100	0	0
Trainer	3	0	0	0	0
Truck Driver	5	80	20	0	0
Veterinarian	3	0	0	0	0
Veterinarian, Assistant	2	0	50	0	50
Vice-President	2	0	50	0	50
Warehouse Man	2	50	50	0	0
Worker	11	91	9	0	0
AGRICULTURAL FIRM TOTAL	<u>1297</u>	<u>15</u>	<u>52</u>	<u>11</u>	<u>8</u>
Accountant	2	0	50	0	50
Advertising Director	1	0	0	0	100
Animal Handler	3	33	67	0	0
Assembly Man	1	0	100	0	0
Barn Man	2	0	50	0	0
Boner	1	0	100	0	0
Bookkeeper	21	0	57	24	0
Broker	1	0	0	100	0
Bucket Operator	5	0	80	0	0
Buyer	7	29	57	0	14
Calfer	2	0	100	0	0
Carpenter	1	0	100	0	0
Cashier	2	0	100	0	0
Cheese Maker	2	0	100	0	0
Civil Engineer	1	0	0	0	0
Clerk	17	18	76	0	6
Climber	8	50	38	0	12
Comptroller	1	0	0	0	0
County Agent	3	0	67	0	33
Crane Operator	3	33	33	0	0
Crew Chief-Tree	1	0	0	0	0
Cutter	1	0	100	0	0
Dairyman	2	0	100	0	0

TABLE 11 (Continued)

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)					SPECIALIZED TRAINING PROGRAM
	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	
1	0	100	0	0	0	0
3	0	0	0	0	0	100
5	80	20	0	0	0	0
3	0	0	0	0	100	0
2	0	50	0	50	0	0
2	0	50	0	50	0	0
2	50	50	0	0	0	0
11	91	9	0	0	0	0
<u>1297</u>	<u>15</u>	<u>52</u>	<u>11</u>	<u>8</u>	<u>4</u>	<u>10</u>
2	0	50	0	50	0	0
1	0	0	0	100	0	0
3	33	67	0	0	0	0
1	0	100	0	0	0	0
2	0	50	0	0	0	50
1	0	100	0	0	0	0
21	0	57	24	0	0	19
1	0	0	100	0	0	0
5	0	80	0	0	0	20
7	29	57	0	14	0	0
2	0	100	0	0	0	0
1	0	100	0	0	0	0
2	0	100	0	0	0	0
2	0	100	0	0	0	0
1	0	0	0	0	100	0
17	18	76	0	6	0	0
8	50	38	0	12	0	0
1	0	0	0	0	100	0
3	0	67	0	33	0	0
3	33	33	0	0	0	33
1	0	0	0	0	0	100
1	0	100	0	0	0	0
2	0	100	0	0	0	0

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TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)			
		LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
Delivery Man	31	29	71	0	0
Dendrician	2	50	50	0	0
Designer	42	14	52	10	2
Draftsman	2	0	0	50	50
Equipment Operator	7	29	71	0	0
Farm Hand	1	0	100	0	0
Field Worker	1	0	0	100	0
Foreman	56	16	59	7	5
Foreman, Assistant	2	0	100	0	0
Freezerman	4	25	50	0	0
Gardener	4	50	50	0	0
General Farm Labor	1	100	0	0	0
General Helper	15	53	47	0	0
Greenhouse, General	1	0	100	0	0
Greenhouse Keeper	4	50	0	50	0
Greenhouse Manager	3	0	33	67	0
Greenhouse Maintenance	6	33	33	0	17
Groomer	17	35	47	0	0
Groomer, Professional Dog	3	67	33	0	0
Grounds Keeper	2	50	50	0	0
Grounds Maintenance	3	0	67	33	0
Groundsman-Tree	2	100	0	0	0
Grower	2	50	50	0	0
Horseman	1	0	100	0	0
Horticulturist	1	0	0	100	0
Ice Cream Maker	4	0	50	0	0
Irrigator	0	0	0	0	0
Kennel Worker	57	16	33	0	0
Laboratory Technician	9	0	22	56	0
Laborer	38	50	46	2	0
Landscape Architect	3	0	0	0	100
Landscape Laborer	8	50	38	12	0
Landscaper	10	10	50	10	20
Logger	1	100	0	0	0

TABLE 11 (Continued)

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)					
	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	SPECIALIZED TRAINING PROGRAM
31	29	71	0	0	0	0
2	50	50	0	0	0	0
42	14	52	10	2	0	22
2	0	0	50	50	0	0
7	29	71	0	0	0	0
1	0	100	0	0	0	0
1	0	0	100	0	0	0
56	16	59	7	5	2	11
2	0	100	0	0	0	0
4	25	50	0	0	0	25
4	50	50	0	0	0	0
1	100	0	0	0	0	0
15	53	47	0	0	0	0
1	0	100	0	0	0	0
4	50	0	50	0	0	0
3	0	33	67	0	0	0
6	33	33	0	17	0	17
17	35	47	0	0	0	18
3	67	33	0	0	0	0
2	50	50	0	0	0	0
3	0	67	33	0	0	0
2	100	0	0	0	0	0
2	50	50	0	0	0	0
1	0	100	0	0	0	0
1	0	0	100	0	0	0
4	0	50	0	0	0	50
0	0	0	0	0	0	0
57	16	33	0	0	0	51
9	0	22	56	0	11	11
38	50	46	2	0	0	2
3	0	0	0	100	0	0
8	50	38	12	0	0	0
10	10	50	10	20	0	10
1	100	0	0	0	0	0

TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)			
		LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
Machine Operator	1	0	100	0	0
Maintenance	6	0	83	0	0
Manager	178	8	52	17	12
Manager, Assistant	32	9	59	10	19
Mechanic	55	15	56	9	2
Meat Cutter	9	44	44	12	0
Meat Processor	1	0	100	0	0
Milker	2	0	50	0	0
Mill Worker	1	100	0	0	0
Mower	2	0	100	0	0
Nurse, Veterinary	5	0	60	20	20
Nurseryman	2	0	50	50	0
Office Help	5	0	100	0	0
Owner-Operator	237	11	49	16	12
Packer	2	0	100	0	0
Park Manager	4	25	0	0	50
Parts Man	10	0	70	20	0
Pasteurizer	5	0	20	0	20
Plant Specialist	3	33	0	0	0
Pro-Golf	4	0	75	0	0
Pro-Golf, Assistant	3	0	100	0	0
Pruner	1	100	0	0	0
Radiologist	1	0	0	0	0
Receiver	2	50	50	0	0
Receptionist	12	0	75	17	8
Repairman	4	25	25	0	25
Riding Instructor	3	0	0	33	0
Rig Man	1	0	0	0	0
Sales Clerk	62	27	58	7	3
Salesman	21	10	66	24	0
Sanitation	1	0	0	0	100
Sausage Maker	2	0	100	0	0
Sawyer	1	0	100	0	0
Secretary	20	0	80	20	0

TABLE 11 (Continued)

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)					
	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	SPECIALIZED TRAINING PROGRAM
1	0	100	0	0	0	0
6	0	83	0	0	0	17
178	8	52	17	12	1	10
32	9	59	10	19	0	3
55	15	56	9	2	0	18
9	44	44	12	0	0	0
1	0	100	0	0	0	0
2	0	50	0	0	0	50
1	100	0	0	0	0	0
2	0	100	0	0	0	0
5	0	60	20	20	0	0
2	0	50	50	0	0	0
5	0	100	0	0	0	0
237	11	49	16	12	4	8
2	0	100	0	0	0	0
4	25	0	0	50	0	25
10	0	70	20	0	0	10
5	0	20	0	20	0	60
3	33	0	0	0	0	67
4	0	75	0	0	0	25
3	0	100	0	0	0	0
1	100	0	0	0	0	0
1	0	0	0	0	0	100
2	50	50	0	0	0	0
12	0	75	17	8	0	0
4	25	25	0	25	0	25
3	0	0	33	0	0	67
1	0	0	0	0	0	100
62	27	58	7	3	0	5
21	10	66	24	0	0	0
1	0	0	0	100	0	0
2	0	100	0	0	0	0
1	0	100	0	0	0	0
20	0	80	20	0	0	0

TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
Serviceman	4	0	75	0	0
Site Planner	1	0	0	0	100
Snow Plower	1	0	100	0	0
Sprayer	1	0	100	0	0
Spreader Operator	1	100	0	0	0
Stable Hand	5	80	20	0	0
Stock Boy	6	50	50	0	0
Superintendent	4	25	0	75	0
Superintendent, Assistant	6	33	17	17	33
Superintendent-Greenskeeper-Golf	10	10	40	10	30
Supervisors	14	0	64	7	7
Surgical Assistant	3	0	100	0	0
Taxidermist	0	0	0	0	0
Technician	6	0	66	17	17
Trail Guide	3	33	0	0	33
Trainer	8	25	38	12	0
Treasurer-Secretary	5	0	80	0	0
Tree Expert-Certified	1	0	0	0	100
Tree Man	3	33	33	33	0
Tree Surgeon	2	0	100	0	0
Trimmer	1	0	100	0	0
Truck Driver	19	32	37	21	0
Veterinarian	50	0	0	0	12
Veterinary Assistant	19	11	57	16	11
Veterinary Hospital Aide	2	0	100	0	0
Veterinary Technician	4	0	50	25	25
Vice-President	6	17	66	0	17
Ward Attendant	2	50	50	0	0
Warehouse Man	5	20	80	0	0
Welder	1	0	100	0	0
Worker	3	0	100	0	0

TABLE 11 (Continued)

	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)			SPECIALIZED TRAINING PROGRAM
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	
	4	0	75	0	0	0	25
	1	0	0	0	100	0	0
	1	0	100	0	0	0	0
	1	0	100	0	0	0	0
	1	100	0	0	0	0	0
	5	80	20	0	0	0	0
	6	50	50	0	0	0	0
	4	25	0	75	0	0	0
tant	6	33	17	17	33	0	0
keeper-Golf	10	10	40	10	30	0	10
	14	0	64	7	7	0	22
	3	0	100	0	0	0	0
	0	0	0	0	0	0	0
	6	0	66	17	17	0	0
	3	33	0	0	33	0	33
	8	25	38	12	0	0	25
	5	0	80	0	0	20	0
	1	0	0	0	100	0	0
	3	33	33	33	0	0	0
	2	0	100	0	0	0	0
	1	0	100	0	0	0	0
	19	32	37	21	0	0	10
	50	0	0	0	12	74	14
	19	11	57	16	11	0	5
ide	2	0	100	0	0	0	0
	4	0	50	25	25	0	0
	6	17	66	0	17	0	0
	2	50	50	0	0	0	0
	5	20	80	0	0	0	0
	1	0	100	0	0	0	0
	3	0	100	0	0	0	0

TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
COMBINATION FARM AND AG. FIRM TOTAL	540	21	42	11	9
Agronomist	1	0	0	0	100
Animal Handler	1	0	100	0	0
Barn Man	5	60	40	0	0
Bookkeeper	4	25	50	25	0
Buyer	1	0	100	0	0
Cashier	1	0	100	0	0
Clerk	7	0	100	0	0
Climber	2	50	0	0	0
Comptroller	1	0	0	0	100
Crane Operator	0	0	0	0	0
Crew Chief-Tree	1	0	0	0	0
Dairyman	1	0	100	0	0
Deliveryman	12	58	42	0	0
Designer	33	15	46	6	0
Egg Collector	1	100	0	0	0
Equipment Operator	4	25	25	0	0
Farmhand	6	50	50	0	0
Field Worker	6	33	67	0	0
Foreman	30	13	64	13	0
Foreman, Assistant	3	67	33	0	0
Forester, Assistant	0	0	0	0	0
Forestry Technician	1	0	0	100	0
Freezerman	2	0	50	50	0
Gardener	4	0	25	25	0
General Farm Labor	4	25	75	0	0
General Helper	9	44	56	0	0
Grader	1	100	0	0	0
Greenhouse General	7	57	43	0	0
Greenhouse Keeper	6	17	50	0	17
Greenhouse Manager	6	0	17	33	17
Greenhouse Manager-Assistant	3	0	33	33	33
Greens Maintenance	1	0	0	0	0

TABLE 11 (Continued)

	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)			SPECIALIZED TRAINING PROGRAM
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	
FIRM TOTAL	540	21	42	11	9	0	17
1	0	0	0	0	100	0	0
1	0	100	0	0	0	0	0
5	60	40	0	0	0	0	0
4	25	50	25	0	0	0	0
1	0	100	0	0	0	0	0
1	0	100	0	0	0	0	0
7	0	100	0	0	0	0	0
2	50	0	0	0	0	0	50
1	0	0	0	0	100	0	0
0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	100
1	0	100	0	0	0	0	0
12	58	42	0	0	0	0	0
33	15	46	6	0	0	0	33
1	100	0	0	0	0	0	0
4	25	25	0	0	0	0	50
6	50	50	0	0	0	0	0
6	33	67	0	0	0	0	0
30	13	64	13	0	0	0	10
3	67	33	0	0	0	0	0
0	0	0	0	0	0	0	0
1	0	0	100	0	0	0	0
2	0	50	50	0	0	0	0
4	0	25	25	0	0	0	50
4	25	75	0	0	0	0	0
9	44	56	0	0	0	0	0
1	100	0	0	0	0	0	0
7	57	43	0	0	0	0	0
6	17	50	0	17	0	17	17
6	0	17	33	17	0	33	33
3	0	33	33	33	0	0	0
1	0	0	0	0	0	100	100

Assistant

TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
Groomer	3	100	0	0	0
Grounds Keeper	1	100	0	0	0
Groundsman-Tree	2	100	0	0	0
Grower	10	20	40	10	20
Herdsman	4	25	50	25	0
Horseman	2	50	0	0	0
Horticulturist	1	0	0	0	100
Inspector	2	0	50	50	0
Irrigator	2	50	0	0	0
Kennel Worker	3	67	33	0	0
Laborer	36	58	33	3	0
Landscape Architect	1	0	0	0	0
Landscape Laborer	5	40	20	0	0
Landscaper	10	20	40	0	10
Maintenance Man	4	25	50	0	0
Manager	60	3	41	15	28
Manager, Assistant	19	16	42	5	16
Meat Cutter	1	0	100	0	0
Meat Processor	1	0	100	0	0
Mechanic	5	0	40	20	0
Mill Worker	1	0	100	0	0
Nurseryman	7	29	57	0	0
Office Help	2	0	50	0	0
Owner-Operator	96	5	38	19	15
Packer	5	40	60	0	0
Picker	3	67	0	0	0
Plant Specialist	1	0	100	0	0
Planter	1	0	100	0	0
Potter	2	0	50	0	0
Propagator	7	0	0	14	29
Pruner	1	0	0	0	0
Riding Instructor	3	33	33	0	0
Sales Clerk	27	33	45	11	8
Salesman	6	17	50	17	0

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TABLE 11 (Continued)

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)					SPECIALIZED TRAINING PROGRAM
	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	
3	100	0	0	0	0	0
1	100	0	0	0	0	0
2	100	0	0	0	0	0
10	20	40	10	20	0	10
4	25	50	25	0	0	0
2	50	0	0	0	0	50
1	0	0	0	100	0	0
2	0	50	50	0	0	0
2	50	0	0	0	0	50
3	67	33	0	0	0	0
36	58	33	3	0	0	6
1	0	0	0	0	0	100
5	40	20	0	0	0	40
10	20	40	0	10	0	30
4	25	50	0	0	0	25
60	3	41	15	28	0	13
19	16	42	5	16	0	21
1	0	100	0	0	0	0
1	0	100	0	0	0	0
5	0	40	20	0	0	40
1	0	100	0	0	0	0
7	29	57	0	0	0	14
2	0	50	0	0	0	50
96	5	38	19	15	1	22
5	40	60	0	0	0	0
3	67	0	0	0	0	33
1	0	100	0	0	0	0
1	0	100	0	0	0	0
2	0	50	0	0	0	50
7	0	0	14	29	0	57
1	0	0	0	0	0	100
3	33	33	0	0	0	33
27	35	45	11	8	0	3
6	17	50	17	0	0	17

TABLE 11 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)	
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE
Secretary	3	0	67	0	33
Serviceman	1	0	0	100	0
Sorter	2	50	0	0	0
Sprayer	1	100	0	0	0
Stable Hand	2	50	50	0	0
Storeman	1	100	0	0	0
Superintendent	2	0	100	0	0
Superintendent, Assistant	0	0	0	0	0
Superintendent Greenskeeper-Golf	2	0	50	0	0
Supervisor	7	14	57	0	0
Tack Keeper	1	100	0	0	0
Terrarium Maker	1	0	100	0	0
Trail Guide	1	0	0	0	0
Trainer	5	20	20	20	0
Transplanter	1	0	100	0	0
Treasurer-Secretary	1	0	0	100	0
Tree Expert-Certified	0	0	0	0	0
Tree Man	0	0	100	0	0
Truck Driver	4	25	75	0	0
Vice-President	2	0	50	50	0
Worker	4	25	50	0	0
 TOTAL - ALL JOB TITLES	 <u>2636</u>	 <u>21</u>	 <u>47</u>	 <u>12</u>	 <u>8</u>

TABLE 11 (Continued)

	NUMBER OF EMPLOYER RESPONSES	LESS THAN HIGH SCHOOL	HIGH SCHOOL DIPLOMA	R E S P O N S E S (by per cent)			SPECIALIZED TRAINING PROGRAM
				POST- SECONDARY, 1 OR 2 YEARS	COLLEGE DEGREE	ADVANCED DEGREE	
	3	0	67	0	33	0	0
	1	0	0	100	0	0	0
	2	50	0	0	0	0	50
	1	100	0	0	0	0	0
	2	50	50	0	0	0	0
	1	100	0	0	0	0	0
	2	0	100	0	0	0	0
stant	0	0	0	0	0	0	0
keeper-Golf	2	0	50	0	0	0	50
	7	14	57	0	0	0	29
	1	100	0	0	0	0	0
	1	0	100	0	0	0	0
	1	0	0	0	0	0	100
	5	20	20	20	0	0	40
	1	0	100	0	0	0	0
	1	0	0	100	0	0	0
	0	0	0	0	0	0	0
	0	0	100	0	0	0	0
	4	25	75	0	0	0	0
	2	0	50	50	0	0	0
	4	25	50	0	0	0	25
ES	<u>2636</u>	<u>21</u>	<u>47</u>	<u>12</u>	<u>8</u>	<u>2</u>	<u>10</u>

cent, a college degree; four per cent, an advanced degree; and ten per cent of the responses indicated that a specialized training program was required.

A total of 540 responses was obtained from combination farm and agricultural firm operators. Twenty-one per cent stated that the minimum formal educational level they would accept for beginning employees was less than high school; 42 per cent, a high school diploma; 11 per cent, a post-secondary one or two year program; nine per cent, a college degree; and 17 per cent, a specialized training program. It should be noted that the employers were asked to designate the minimum formal educational level they would accept for beginning employees in the given job. They were not asked to specify the minimum formal educational level they desired.

Employers were asked to indicate how difficult it is to hire qualified employees for given jobs. The degree of difficulty experienced by Connecticut agricultural employers in hiring qualified workers is presented in Table 12 by category and instructional area and in Table 13 by job title. Responses were categorized as very difficult, somewhat difficult and not difficult. A total of 8,797 employer responses was recorded. For all categories, 37 per cent of the employers' responses indicated that it was very difficult to hire qualified workers. For farmers, 43 per cent of the responses indicated that it was very difficult to hire qualified workers, while 32 per cent of the responses from agricultural firm operators and 41 per cent of the responses from combination farm and agricultural firm operators also indicated that they experienced much difficulty in hiring qualified workers.

Responses indicating that it was somewhat difficult to hire qualified workers totaled 30 per cent for farmers, 31 per cent for agricultural firm

TABLE 12

DIFFICULTY EXPERIENCED BY CONNECTICUT AGRICULTURAL EMPLOYERS
IN HIRING QUALIFIED WORKERS
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E (by per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
FARM TOTAL	<u>2049</u>	<u>43%</u>	<u>30%</u>
Agricultural Production	2049	43	30
AGRICULTURAL FIRM TOTAL	<u>4737</u>	<u>32</u>	<u>31</u>
Agricultural Production	1085	25	25
Ag. Supplies and Services	386	28	30
Ag. Equipment and Mechanics	594	47	34
Ag. Products (Food Processing)	681	25	41
Ornamental Horticulture	1401	39	27
Renewable Natural Resources	312	16	45
Forestry	33	63	25
Other	245	24	35
COMBINATION FARM AND AG. FIRM TOTAL	<u>2011</u>	<u>41</u>	<u>28</u>
Agricultural Production	392	50	15
Ag. Supplies and Services	31	17	25
Ag. Equipment and Mechanics	12	33	33
Ag. Products (Food Processing)	129	13	77
Ornamental Horticulture	1334	41	29
Renewable Natural Resources	59	64	12
Forestry	14	60	0
Other	40	8	8
TOTAL ALL CATEGORIES	<u>8797</u>	<u>37</u>	<u>30</u>

TABLE 12

DIFFICULTY EXPERIENCED BY CONNECTICUT AGRICULTURAL EMPLOYERS
IN HIRING QUALIFIED WORKERS
BY CATEGORY

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)		
		VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
	<u>2049</u>	<u>43%</u>	<u>30%</u>	<u>27%</u>
	2049	43	30	27
	<u>4737</u>	<u>32</u>	<u>31</u>	<u>37</u>
	1085	25	25	50
ces	386	28	30	42
anics	594	47	34	19
cessing)	681	25	41	34
e	1401	39	27	34
urces	312	16	45	39
	33	63	25	12
	245	24	35	41
FIRM TOTAL	<u>2011</u>	<u>41</u>	<u>28</u>	<u>31</u>
	392	50	15	35
ces	31	17	25	58
anics	12	33	33	33
cessing)	129	13	77	10
e	1334	41	29	30
urces	59	64	12	24
	14	60	0	40
	40	8	8	84
	<u>8797</u>	<u>37</u>	<u>30</u>	<u>33</u>

TABLE 13

DIFFICULTY EXPERIENCED BY CONNECTICUT AGRICULTURAL EMPLOYERS
IN HIRING QUALIFIED WORKERS
BY JOB TITLE

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
FARM TOTAL	<u>2049</u>	<u>43%</u>	<u>30%</u>
Animal Handler	1	0	0
Baker	3	0	100
Barn Man	3	0	100
Bookkeeper	13	23	69
Buyer	5	100	0
Calfer	5	0	100
Candler-Poultry	7	0	29
Cutter	2	0	100
Dairyman	1	100	0
Data Processor	6	0	0
Deliveryman	8	0	50
Designer	2	100	0
Egg Collector	6	0	84
Equipment Operator	23	26	26
Farmhand	183	37	34
Field Worker	54	28	39
Flock Manager	2	0	100
Foreman	89	70	9
Foreman, Assistant	5	100	0
Forester	1	100	0
Forester, Assistant	1	0	100
Gardener	5	60	20
General Farm Labor	75	41	28
General Helper	48	33	46
Grader	5	60	0
Greenhouse Keeper	1	0	0
Greenhouse Manager	11	45	55

TABLE 13

DIFFICULTY EXPERIENCED BY CONNECTICUT AGRICULTURAL EMPLOYERS
IN HIRING QUALIFIED WORKERS
BY JOB TITLE

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)		
	VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
2049	43%	30%	27%
1	0	0	100
3	0	100	0
3	0	100	0
13	23	69	8
5	100	0	0
5	0	100	0
7	0	29	71
2	0	100	0
1	100	0	0
6	0	0	100
8	0	50	50
2	100	0	0
6	0	84	16
23	26	26	48
183	37	34	29
54	28	39	33
2	0	100	0
89	70	9	21
5	100	0	0
1	100	0	0
1	0	100	0
5	60	20	20
75	41	28	31
48	33	46	21
5	60	0	40
1	0	0	100
11	45	55	0

TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (By per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
Groomer	7	14	86
Grounds Keeper	1	0	0
Herdsman	68	28	44
Herdsman, Assistant	11	73	27
Horseman	1	100	0
Inspector	3	0	100
Laboratory Technician	5	0	100
Laborer	331	30	31
Landscape Architect	2	100	0
Machine Operator	5	20	60
Maintenance Man	11	0	0
Manager	214	64	17
Manager, Assistant	60	30	53
Mechanic	28	32	36
Milker	49	55	16
Office Help	1	0	0
Owner-Operator	405	59	13
Packer	23	30	30
Pasteurizer	1	0	0
Picker	32	16	78
Propagator	5	100	0
Pruner	12	0	100
Riding Instructor	7	29	71
Sales Clerk	22	23	41
Salesman	21	24	24
Secretary	11	55	45
Serviceman	5	100	0
Sodder	2	0	100
Sorter	10	100	0
Sower	6	0	66
Stable Hand	6	17	83

TABLE 13 (Continued)

NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (By per cent)		
	VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
7	14	86	0
1	0	0	100
68	28	44	28
11	73	27	0
1	100	0	0
3	0	100	0
5	0	100	0
331	30	31	39
2	100	0	0
5	20	60	20
11	0	0	100
214	64	17	19
60	30	53	17
28	32	36	32
49	55	16	29
1	0	0	100
405	59	13	28
23	30	30	40
1	0	0	100
32	16	78	6
5	100	0	0
12	0	100	0
7	29	71	0
22	23	41	36
21	24	24	52
11	55	45	0
5	100	0	0
2	0	100	0
10	100	0	0
6	0	66	33
6	17	83	0

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TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E (By per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
Supervisor	41	88	12
Superintendent	11	45	55
Surveyor	5	0	0
Tractor Driver	6	0	0
Trainer	12	42	58
Truck Driver	22	0	86
Vice-President	10	50	50
Warehouse Man	10	0	100
Worker	2	100	0
AGRICULTURAL FIRM TOTAL	4737	32%	31%
Accountant	2	0	100
Advertising Director	5	100	0
Animal Handler	14	29	0
Assembly Man	5	0	0
Barn Man	9	0	45
Boner	6	100	0
Bookkeeper	76	0	22
Broker	5	0	100
Bucket Operator	25	32	44
Buyer	36	42	14
Calfer	4	0	0
Carpenter	6	0	0
Cashier	10	0	0
Cheese Maker	5	0	100
Civil Engineer	5	0	0
Clerk	75	24	48
Climber	50	58	22
County Agent	10	0	100

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TABLE 13 (Continued)

		R E S P O N S E S (By per cent)		
	NUMBER OF EMPLOYER RESPONSES	VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
	41	88	12	0
	11	45	55	0
	5	0	0	100
	6	0	0	100
	12	42	58	0
	22	0	86	14
	10	50	50	0
	10	0	100	0
	2	100	0	0
TOTAL	<u>4737</u>	<u>32%</u>	<u>31%</u>	<u>37%</u>
Director	2	0	100	0
	5	100	0	0
	14	29	0	71
	5	0	0	100
	9	0	45	55
	6	100	0	0
	76	0	22	78
	5	0	100	0
	25	32	44	24
	36	42	14	44
	4	0	0	100
	6	0	0	100
	10	0	0	100
	5	0	100	0
	5	0	0	100
	75	24	48	28
	50	58	22	20
	10	0	100	0

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TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (by per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
Crane Operator	9	33	67
Crew Chief-Tree	6	0	100
Cutter	3	100	0
Dairyman	10	50	0
Delivery	151	12	42
Dendrician	6	0	0
Designer	170	25	41
Draftsman	14	0	100
Equipment Operator	25	0	80
Farm Hand	1	0	0
Field Representative	46	24	26
Foreman	222	31	28
Foreman-Assistant	7	0	0
Freezerman	14	0	57
Gardener	5	80	0
General Farm Labor	1	0	100
General Helper	53	19	0
Greenhouse, General	5	100	0
Greenhouse Keeper	11	27	9
Greenhouse Manager	17	59	0
Greenhouse Maintenance	22	0	36
Groomer	85	28	20
Groomer, Professional Dog	16	69	0
Grounds Keeper	8	0	0
Grounds Maintenance	8	0	100
Groundsman-Tree	13	0	0
Grower	1	0	100
Horseman	6	0	100
Horticulturist	6	100	0
Ice Cream Maker	21	0	81
Irrigator	5	100	0
Kennel Worker	137	11	36

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TABLE 13 (Continued)

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (By per cent)		
		VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
	9	33	67	0
	6	0	100	0
	3	100	0	0
	10	50	0	50
	151	12	42	46
	6	0	0	100
	170	25	41	34
	14	0	100	0
er	25	0	80	20
	1	0	0	100
ive	46	24	26	50
	222	31	28	41
	7	0	0	100
	14	0	57	43
	5	80	0	20
er	1	0	100	0
	53	19	0	81
ral	5	100	0	0
	11	27	9	64
er	17	59	0	41
inance	22	0	36	64
	85	28	20	52
ional Dog	16	69	0	31
	8	0	0	100
ace	8	0	100	0
	13	0	0	100
	1	0	100	0
	6	0	100	0
	6	100	0	0
	21	0	81	19
	5	100	0	0
	137	11	36	53

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TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	RESPONS (By per cent	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
Laboratory Technician	40	13	45
Laborer	198	24	21
Landscape Architect	21	52	0
Landscape Laborer	30	37	0
Landscaper	40	47	40
Logger	6	0	100
Machine Operator	5	0	0
Maintenance	21	0	67
Manager	689	36	33
Manager-Assistant	123	45	23
Mechanic	198	42	37
Meat Cutter	33	24	27
Meat Processor	2	0	0
Milker	6	33	0
Mill Worker	6	0	0
Mower	10	0	0
Nurse, Veterinary	19	0	37
Nurseryman	11	45	0
Office Help	22	55	45
Owner-Operator	587	49	20
Packer	17	0	65
Park Manager	11	0	0
Parts Man	31	45	36
Pasteurizer	28	18	61
Plant Specialist	17	0	59
Pro-Golf	19	37	0
Pro-Golf Assistant	17	41	0
Pruner	6	0	0
Radiologist	7	0	0
Receiver	12	0	0
Receptionist	62	11	18
Repairman	22	50	23

TABLE 13 (Continued)

R E S P O N S E S
(By per cent)

	NUMBER OF EMPLOYER RESPONSES	VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
ian	40	13	45	42
	198	24	21	55
t	21	52	0	48
	30	37	0	63
	40	47	40	13
	6	0	100	0
	5	0	0	100
	21	0	67	33
	689	36	33	31
	123	45	23	32
	198	42	37	21
	33	24	27	49
	2	0	0	100
	6	33	0	67
	6	0	0	100
	10	0	0	100
	19	0	37	63
	11	45	0	55
	22	55	45	0
	587	49	20	31
	17	0	65	35
	11	0	0	100
	31	45	36	19
	28	18	61	21
	17	0	59	41
	19	37	0	63
	17	41	0	59
	6	0	0	100
	7	0	0	100
	12	0	0	100
	62	11	18	71
	22	50	23	27

TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	VERY DIFFICULT	SOMEWHAT DIFFICULT
Riding Instructor	14	50	14
Rig Man	6	0	0
Sales Clerk	22	28	19
Salesman	85	9	46
Sanitation Man	5	100	0
Sausage Maker	7	0	100
Sawyer	6	0	100
Secretary	102	19	25
Serviceman	18	39	61
Site Planner	5	0	100
Snow Plower	1	0	0
Sprayer	7	71	29
Stable Hand	8	0	38
Stock Boy	21	5	62
Superintendent	20	0	75
Superintendent-Assistant	27	0	100
Superintendent-Greenskeeper, Golf	37	30	27
Supervisors	56	27	25
Surgical Assistant	14	0	0
Taxidermist	5	100	0
Technician	27	0	44
Trail Guide	7	0	86
Trainer	30	13	30
Treasurer-Secretary	15	33	40
Tree Man	14	43	57
Tree Surgeon	3	67	33
Trimmer	6	0	0
Truck Driver	48	4	46
Veterinarian	166	45	18
Veterinary Assistant	96	20	41

TABLE 13 (Continued)

	NUMBER OF EMPLOYER RESPONSES	VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
	14	50	14	36
	6	0	0	100
	22	28	19	53
	85	9	46	45
	5	100	0	0
	7	0	100	0
	6	0	100	0
	102	19	25	56
	18	39	61	0
	5	0	100	0
	1	0	0	100
	7	71	29	0
	8	0	38	62
	21	5	62	33
	20	0	75	25
	27	0	100	0
	37	30	27	43
	56	27	25	48
	14	0	0	100
	5	100	0	0
	27	0	44	56
	7	0	86	14
	30	13	30	57
	15	33	40	27
	14	43	57	0
	3	67	33	0
	6	0	0	100
	48	4	46	50
	166	45	18	37
	96	20	41	39

istant
enskeeper, Golf

nt

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TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	RESPONSES (By per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
Veterinary Hospital Aide	12	0	0
Veterinary Technician	17	29	42
Vice-President	16	25	69
Ward Attendent	9	0	0
Warehouse	15	33	13
Welder	2	100	0
Worker	21	0	76
COMBINATION FARM AND AG. FIRM TOTAL	<u>2011</u>	<u>411</u>	<u>281</u>
Agronomist	5	0	100
Animal Handler	1	0	0
Barn Man	9	0	44
Bookkeeper	9	0	11
Buyer	4	0	0
Cashier	5	0	0
Clerk	31	13	22
Climber	7	86	14
Comptroller	5	100	0
Crew Chief-Tree	5	100	0
Dairyman	6	100	0
Deliveryman	54	9	20
Designer	136	45	36
Egg Collector	3	0	100
Equipment Operator	11	0	73
Farmhand	25	36	24
Field Worker	21	33	48
Foreman	146	50	32
Foreman-Assistant	10	0	50
Forester-Assistant	5	0	0
Forestry Technician	5	0	0

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TABLE 13 (Continued)

	NUMBER OF EMPLOYER RESPONSES	R E S P O N S E S (By per cent)		
		VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
al Aide	12	0	0	100
rian	17	29	42	29
	16	25	69	6
	9	0	0	100
	15	33	13	54
	2	100	0	0
	21	0	76	24
AG. FIRM TOTAL	<u>2011</u>	<u>41%</u>	<u>28%</u>	<u>31%</u>
	5	0	100	0
	1	0	0	100
	9	0	44	56
	9	0	11	89
	4	0	0	100
	5	0	0	100
	31	13	22	65
	7	86	14	0
	5	100	0	0
	5	100	0	0
	6	100	0	0
	54	9	20	71
	136	45	36	19
	3	0	100	0
	11	0	73	37
	25	36	24	40
	21	33	48	19
	146	50	32	18
	10	0	50	50
	5	0	0	100
	5	0	0	100

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TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESOURCES	R E S P O N S E (By per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
Gardener	3	0	100
General Farm Labor	16	75	25
General Helper	38	37	0
Grader	2	0	100
Greenhouse General	37	0	59
Greenhouse Keeper	25	48	20
Greenhouse Manager	25	56	44
Greenhouse Manager-Assistant	14	43	0
Greens Maintenance	5	100	0
Groomer	17	29	42
Grooming Keeper	4	0	0
Groundsman-Tree	11	0	55
Grower	47	47	19
Herdsmen	7	14	14
Horseman	8	50	0
Horticulturist	6	0	100
Inspector	7	0	43
Irrigator	10	50	0
Kennel Worker	19	0	37
Laborer	143	21	45
Landscape Architect	5	100	0
Landscape Laborer	25	40	48
Landscaper	33	52	18
Maintenance	7	0	0
Manager	243	61	28
Manager-Assistant	73	47	23
Meat Cutter	1	0	100
Meat Processor	6	0	0
Mechanic	27	48	0
Mill Worker	3	0	0
Nurseryman	29	0	31

TABLE 13 (Continued)

		R E S P O N S E S (By per cent)		
	NUMBER OF EMPLOYER RESOURCES	VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
	3	0	100	0
r	16	75	25	0
	38	37	0	63
	2	0	100	0
l	37	0	59	41
	25	48	20	32
r	25	56	44	0
r-Assistant	14	43	0	57
e	5	100	0	0
	17	29	42	29
	4	0	0	100
	11	0	55	45
	47	47	19	34
	7	14	14	72
	8	50	0	50
	6	0	100	0
	7	0	43	57
	10	50	0	50
	19	0	37	63
	143	21	45	34
ct	5	100	0	0
	25	40	48	12
	33	52	18	30
	7	0	0	100
	243	61	28	11
	73	47	23	30
	1	0	100	0
	6	0	0	100
	27	48	0	52
	3	0	0	100
	29	0	31	69

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TABLE 13 (Continued)

JOB TITLE	NUMBER OF EMPLOYER RESPONSES	RESPONS (By per cent)	
		VERY DIFFICULT	SOMEWHAT DIFFICULT
Office Help	7	0	0
Owner-Operator	231	69	18
Packer	27	41	22
Picker	11	55	0
Plant Specialist	5	0	0
Planter	6	83	0
Potter	5	0	0
Propagator	30	100	0
Pruner	5	100	0
Riding Instructor	2	0	50
Sales Clerk	95	8	47
Salesman	31	16	35
Secretary	9	55	45
Serviceman	1	100	0
Sorter	10	0	0
Sprayer	5	0	0
Stable Hand	5	0	100
Storeman	6	100	0
Superintendent	10	0	50
Superintendent-Greenskeeper Golf	10	100	0
Supervisor	16	38	62
Tack Keeper	4	0	0
Terrarium Maker	7	0	100
Trail Guide	1	0	0
Trainer	20	100	0
Transplanter	3	0	0
Treasurer-Secretary	5	100	0
Tree Man	5	0	0
Truck Driver	18	0	39
Vice-President	1	100	0
Worker	21	24	0
152			
TOTAL-ALL JOB TITLES	8797	37%	153 30%

TABLE 13 (Continued)

		R E S P O N S E S (By per cent)		
	NUMBER OF EMPLOYER RESPONSES	VERY DIFFICULT	SOMEWHAT DIFFICULT	NOT DIFFICULT
	7	0	0	100
	231	69	18	69
	27	41	22	100
	11	55	0	13
	5	0	0	37
	6	83	0	45
	5	0	0	100
	30	100	0	17
	5	100	0	100
	2	0	50	0
	95	8	47	0
	31	16	35	50
	9	55	45	45
	1	100	0	49
	10	0	0	0
	5	0	0	0
	5	0	100	100
	6	100	0	100
	10	0	50	0
enskeeper Golf	10	100	0	0
	16	38	62	50
	4	0	0	0
	7	0	100	0
	1	0	0	100
	20	100	0	0
	3	0	0	100
y	5	100	0	0
	5	0	0	100
	18	0	39	61
	1	100	0	0
	21	24	0	76
152			153	
<u>8797</u>		<u>37%</u>	<u>30%</u>	<u>33%</u>

operators, 28 per cent for combination farm and agricultural firm operators, and 30 per cent for employers in all categories.

For all categories, 33 per cent of the responses indicated that no difficulty in hiring qualified workers was experienced by Connecticut agricultural employers. According to the responses of the farmers, no difficulty was experienced in 27 per cent of the cases; of the agricultural firm operators, 37 per cent; and of the combination farm and agricultural firm operators, 31 per cent. Data regarding the difficulty experienced in hiring qualified workers is presented by job title in Table 13.

Data in Table 14 relate to the question regarding ways in which Connecticut agricultural employees obtain additional training. The data show that for all categories, 96 per cent of the employers utilize on-the-job training, 28 per cent utilize special schools or programs, eight per cent depend on adult education programs in local schools, and eight per cent use other methods of training. One per cent of the employers stated that no additional training methods were used.

Employers in all categories utilized on-the-job training extensively. Special schools or programs were used by 36 per cent of the agricultural firm operators, by 24 per cent of the combination farm and agricultural firm operators, and by 18 per cent of the farmers surveyed. Sixteen per cent of the farmers reported that adult education in local schools was a method by which employees obtain additional training.

In addition to asking how employees obtain additional training, the interviewers asked the employers what new skills were needed by the employees. Following is a list of skills employers feel that their employees need:

TABLE 14

WAYS IN WHICH CONNECTICUT AGRICULTURAL EMPLOYEES OBTAIN ADDITIONAL TRAINING

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	TYPE OF TRAINING (by per cent)		
		ON-THE-JOB	SPECIAL SCHOOLS OR PROGRAMS	ADULT CATION SCHOOL
FARM TOTAL	<u>315</u>	<u>97%</u>	<u>18%</u>	<u>16%</u>
Agricultural Production	315	97	18	16
AGRICULTURAL FIRM TOTAL	<u>506</u>	<u>96</u>	<u>36</u>	<u>4</u>
Agricultural Production	126	96	31	2
Ag. Supplies and Services	43	100	44	12
Ag. Equipment and Mechanics	63	89	65	2
Ag. Products (Food Processing)	45	100	18	4
Ornamental Horticulture	169	96	34	5
Renewable Natural Resources	25	100	40	4
Forestry	2	100	50	0
Other	33	94	15	6
COMBINATION FARM AND AG. FIRM TOTAL	<u>178</u>	<u>96</u>	<u>24</u>	<u>6</u>
Agricultural Production	38	95	10	5
Ag. Supplies and Services	3	100	3	3
Ag. Equipment and Mechanics	1	100	100	0
Ag. Products (Food Processing)	8	88	12	12
Ornamental Horticulture	116	96	25	6
Renewable Natural Resources	5	100	20	0
Forestry	3	100	0	0
Other	4	100	0	0
TOTAL - ALL CATEGORIES	<u>999</u>	<u>96</u>	<u>28</u>	<u>8</u>

TABLE 14

IN WHICH CONNECTICUT AGRICULTURAL EMPLOYEES OBTAIN ADDITIONAL TRAINING

	NUMBER OF EMPLOYERS RESPONDING	TYPE OF TRAINING OBTAINED (by per cent)				
		ON-THE-JOB	SPECIAL SCHOOLS OR PROGRAMS	ADULT EDU- CATION LOCAL SCHOOLS	NONE	OTHER
	<u>315</u>	<u>97%</u>	<u>18%</u>	<u>16%</u>	<u>1%</u>	<u>7%</u>
tion	315	97	18	16	1	7
L	<u>506</u>	<u>96</u>	<u>36</u>	<u>4</u>	<u>1</u>	<u>9</u>
tion	126	96	31	2	0	10
ervices	43	100	44	12	0	12
mechanics	63	89	65	2	3	6
(Processing)	45	100	18	4	0	4
ulture	169	96	34	5	0	9
Resources	25	100	40	4	0	8
	2	100	50	0	0	0
	33	94	15	6	3	12
AG. FIRM TOTAL	<u>178</u>	<u>96</u>	<u>24</u>	<u>6</u>	<u>2</u>	<u>10</u>
tion	38	95	10	5	5	11
ervices	3	100	3	3	0	0
mechanics	1	100	100	0	0	0
(Processing)	8	88	12	12	0	12
ulture	116	96	25	6	1	12
Resources	5	100	20	0	0	20
	3	100	0	0	0	0
	4	100	0	0	0	0
	<u>999</u>	<u>96</u>	<u>28</u>	<u>8</u>	<u>1</u>	<u>8</u>

Academics	First Aid
Basic skills	Floral Arranging
Mathematics	Floral Design
Reading	Fruit and Vegetable Knowledge
Writing	Garden Design
Accounting	Gardening
Advertising	Golf Course Knowledge
Animal Behavior	Grading Apples
Animal Care	Greenhouse Management
Animal Health	Greenhouse Work
Animal Training	Grinding
Artificial Insemination	Grooming
Awareness of New Developments	Dogs
Design trends	Horses
Legislation	Harvesting
Products	Hematology
Regulations	Herd Management
Blueprint Reading	Horse Riding
Bookkeeping	Inventory Control
Breeding	Irrigation
Genetics	Laboratory Techniques
Heat Detection	Labor Management
Mating	Land Use
Sire Evaluation	Landscape Maintenance
Business Management	Lawn Knowledge and Care
Buying and Selling Skills	Licenses
Calf-Raising	Ground Application
Carpentry	Herbicides
Chemical Use and Regulations	Pesticides
Clerking	Spraying
Climbing	Machine Maintenance, Operation
Collection	and Repair
Communications	Marketing
Construction	Masonry
Crop Management	Meat Knowledge
Dairy Husbandry	Cutting
Dairy Management	Processing
Dendrology	Sanitation
Display and Labelling	Mechanics
Economics-Financial Management	Meristem Work
Electrical Work	Milking
Emission Control	Ornamental Horticulture
Generators	Packing
Repair	Paint, Painting
Transistorized Circuits	Parts Inventory
Engineering for Draftsmen	Pest Control
Equipment Maintenance	Plant, Shrub, and Tree Knowledge
Farm Knowledge, General	Balling
Farm Management	Bedding
Feeds	Care
Calorimetry	Cultivation
Nutrition	Diseases,
Principles	Fertilizing
Field Crop Production	Grafting

Plant, Shrub, and Tree Knowledge	Salesmanship
Continued	Seeding
Nomenclature	Site Development
Potting	Sod Care
Propagation	Soil Chemistry and Testing
Trimming	Spraying
Plumbing	Stable Management
Pool Maintenance	Stand Management
Pottery	Supervisory Skills/Management
Project Management	Tanning
Pruning (including Ornamentals)	Taxes
Psychology	Tool Use
Public Relations	Tractor Driving and Maintenance
Radiology	Troubleshooting
Recreation Development	Turf Care and Maintenance
Regulations	Veterinary Skills
Sewage	Water Purification
Spraying	Weed Control
Retailing	Welding
Safety	Wildlife Ecology

The employers were asked whether or not the business had hired vocational agriculture graduates in the last ten years. Data in Table 15 show that for all "yes" categories 32 per cent responded while 61 per cent responded "no". Seven per cent were uncertain. The farmers were most likely to have hired vocational agriculture graduates, with 43 per cent of the farmers surveyed stating that they had hired vocational agriculture graduates in the past ten years. Thirty-nine per cent of the combination farm and agricultural firm operators and 23 per cent of the agricultural firm operators reported that they had hired vocational agriculture graduates in the past ten years.

Data in Table 16 related to the question regarding whether or not the Connecticut agricultural employers were familiar with the vocational agriculture program. Farmers were most familiar with the program with 79 per cent responding "yes". Sixty-five per cent of the combination farm/firm operators and 48 per cent of the agricultural firm operators reported that they were familiar with the program. For all categories,

TABLE 15

CONNECTICUT AGRICULTURAL BUSINESSES WHICH HAD HIRED VOCATIONAL AGRICULTURE GRADUATES IN THE

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E (by per cent)	
		YES	NO
FARM TOTAL	<u>320</u>	<u>43%</u>	<u>51%</u>
Agricultural Production	320	43	51
AGRICULTURAL FIRM TOTAL	<u>511</u>	<u>23</u>	<u>69</u>
Agricultural Production	128	16	74
Ag. Supplies and Services	44	41	55
Ag. Equipment and Mechanics	61	36	62
Ag. Products (Food Processing)	45	9	73
Ornamental Horticulture	170	24	71
Renewable Natural Resources	25	24	56
Forestry	2	100	0
Other	36	14	75
COMBINATION FARM AND AG. FIRM TOTAL	<u>179</u>	<u>39</u>	<u>56</u>
Agricultural Production	40	40	58
Ag. Supplies and Services	3	67	33
Ag. Equipment and Mechanics	1	0	100
Ag. Products (Food Processing)	8	25	63
Ornamental Horticulture	115	37	57
Renewable Natural Resources	5	60	40
Forestry	3	33	33
Other	4	50	50
TOTAL - ALL CATEGORIES	<u>1010</u>	<u>32</u>	<u>61</u>

TABLE 15

RURAL BUSINESSES WHICH HAD HIRED VOCATIONAL AGRICULTURE GRADUATES IN THE LAST TEN YEARS

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)		
		YES	NO	UNCERTAIN
	<u>320</u>	<u>43%</u>	<u>51%</u>	<u>6%</u>
tion	320	43	51	6
L	<u>511</u>	<u>23</u>	<u>69</u>	<u>8</u>
tion	128	16	74	10
ervices	44	41	55	4
Mechanics	61	36	62	2
Processing)	45	9	73	18
ture	170	24	71	5
Resources	25	24	56	20
	2	100	0	0
	36	14	75	11
AG. FIRM TOTAL	<u>179</u>	<u>39</u>	<u>56</u>	<u>5</u>
tion	40	40	58	2
ervices	3	67	33	0
Mechanics	1	0	100	0
Processing	8	25	63	12
ture	115	37	57	6
Resources	5	60	40	0
	3	33	33	33
	4	50	50	0
	<u>1010</u>	<u>32</u>	<u>61</u>	<u>7</u>

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TABLE 16

CONNECTICUT AGRICULTURAL EMPLOYERS FAMILIAR WITH THE VOCATIONAL AGRICULTURE PROGRAM

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P (by p YES
FARM TOTAL	<u>320</u>	<u>79%</u>
Agricultural Production	320	79
AGRICULTURAL FIRM TOTAL	<u>512</u>	<u>48</u>
Agricultural Production	128	49
Ag. Supplies and Services	44	48
Ag. Equipment and Mechanics	63	60
Ag. Products (Food Processing)	45	49
Ornamental Horticulture	170	51
Renewable Natural Resources	25	36
Forestry	2	100
Other	35	20
COMBINATION FARM AND AG. FIRM TOTAL	<u>179</u>	<u>65</u>
Agricultural Production	40	62
Ag. Supplies and Services	3	67
Ag. Equipment and Mechanics	1	100
Ag. Products (Food Processing)	8	88
Ornamental Horticulture	115	63
Renewable Natural Resources	5	60
Forestry	3	100
Other	4	50
TOTAL - ALL CATEGORIES	<u>1011</u>	<u>61</u>

TABLE 16

CUT AGRICULTURAL EMPLOYERS FAMILIAR WITH THE VOCATIONAL AGRICULTURE PROGRAM

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)	
		YES	NO
	<u>320</u>	<u>79%</u>	<u>21%</u>
ction	320	79	21
AL	<u>512</u>	<u>48</u>	<u>52</u>
ction	128	49	51
ervices	44	48	52
Mechanics	63	60	40
Processing)	45	49	51
lture	170	51	49
Resources	25	36	64
	2	100	0
	35	20	80
AG. FIRM TOTAL	<u>179</u>	<u>65</u>	<u>35</u>
ction	40	62	38
ervices	3	67	33
Mechanics	1	100	0
Processing)	8	88	12
lture	115	63	37
Resources	5	60	40
	3	100	0
	4	50	50
	<u>1011</u>	<u>61</u>	<u>39</u>

61 per cent of the employers responding indicated that they were familiar with the vocational agriculture program.

Employers were also asked whether or not they were familiar with the Future Farmers of America. A higher percentage of employers were familiar with the FFA than were familiar with the vocational agriculture program. Data in Table 17 show that for all categories, 67 per cent of the employers were familiar with the FFA organization. Eighty-three per cent of the farmers, 72 per cent of the combination farm and agricultural firm operators and 55 per cent of the agricultural firm operators stated that they were familiar with the FFA.

As a source of community resource data, farmers and agricultural firm operators were asked whether or not, if requested by vocational agriculture teachers, they would provide certain services to enrich the program of vocational agriculture. Employers responded "yes", "no", or "maybe" to five specific questions. Results of the employers responses by category and by instructional area are presented in Tables 18 through 22.

Data in Table 18 show the per cent of Connecticut farm and agricultural firm employers who were willing to permit individual students to observe business operations. For all categories, based upon the responses of 999 employers, 81 per cent of the employers responded "yes", 11 per cent responded "no", and eight per cent responded "maybe". A total of 92 per cent of the farmers, 74 per cent of the agricultural firm operators, and 85 per cent of the combination farm and agricultural firm operators indicated that they would permit individual students to observe business operations.

The employers were then asked whether or not they would permit vocational agriculture classes to observe business operations. As shown by

TABLE 17

CONNECTICUT AGRICULTURAL EMPLOYERS FAMILIAR WITH THE F.F.A.

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P (by p
		YES
FARM TOTAL	<u>320</u>	<u>83%</u>
Agricultural Production	320	83
AGRICULTURAL FIRM TOTAL	<u>512</u>	<u>55</u>
Agricultural Production	128	61
Ag. Supplies and Services	44	66
Ag. Equipment and Mechanics	63	62
Ag. Products (Food Processing)	45	49
Ornamental Horticulture	170	49
Renewable Natural Resources	25	56
Forestry	2	100
Other	35	37
COMBINATION FARM AND AG. FIRM TOTAL	<u>180</u>	<u>72</u>
Agricultural Production	40	72
Ag. Supplies and Services	3	67
Ag. Equipment and Mechanics	1	100
Ag. Products (Food Processing)	8	88
Ornamental Horticulture	116	68
Renewable Natural Resources	5	80
Forestry	3	100
Other	4	100
TOTAL - ALL CATEGORIES	<u>1012</u>	<u>67</u>

TABLE 17

CONNECTICUT AGRICULTURAL EMPLOYERS FAMILIAR WITH THE F.F.A.

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)	
		YES	NO
	<u>320</u>	<u>83%</u>	<u>17%</u>
uction	320	83	17
TAL	<u>512</u>	<u>55</u>	<u>45</u>
uction	128	61	39
Services	44	66	34
Mechanics	63	62	38
d Processing)	45	49	51
ulture	170	49	51
Resources	25	56	44
	2	100	0
	35	37	63
AG. FIRM TOTAL	<u>180</u>	<u>72</u>	<u>28</u>
uction	40	72	28
Services	3	67	33
Mechanics	1	100	0
d Processing)	8	88	12
ulture	116	68	32
Resources	5	80	20
	3	100	0
	4	100	0
ES	<u>1012</u>	<u>67</u>	<u>33</u>

TABLE 18

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
PERMIT INDIVIDUAL STUDENTS TO OBSERVE BUSINESS OPERATIONS
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E (by per cent)	
		YES	NO
FARM TOTAL	<u>321</u>	<u>92%</u>	<u>4%</u>
Agricultural Production	321	92	4
AGRICULTURAL FIRM TOTAL	<u>500</u>	<u>74</u>	<u>15</u>
Agricultural Production	125	81	11
Ag. Supplies and Services	42	86	9
Ag. Equipment and Mechanics	62	79	10
Ag. Products (Food Processing)	44	61	25
Ornamental Horticulture	169	67	19
Renewable Natural Resources	25	80	4
Forestry	2	100	0
Other	31	68	26
COMBINATION FARM/FIRM TOTAL	<u>178</u>	<u>85</u>	<u>10</u>
Agricultural Production	38	92	3
Ag. Supplies and Services	6	67	33
Ag. Equipment and Mechanics	2	100	0
Ag. Products (Food Processing)	11	82	18
Ornamental Horticulture	107	82	11
Renewable Natural Resources	7	86	14
Forestry	3	100	0
Other	4	100	0
TOTAL ALL CATEGORIES	<u>999</u>	<u>81</u>	<u>11</u>

TABLE 18

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
PERMIT INDIVIDUAL STUDENTS TO OBSERVE BUSINESS OPERATIONS
BY CATEGORY

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)		
		YES	NO	MAYBE
	<u>321</u>	<u>92%</u>	<u>4%</u>	<u>4%</u>
on	321	92	4	4
	<u>500</u>	<u>74</u>	<u>15</u>	<u>11</u>
on	125	81	11	8
vices	42	86	9	5
hanics	62	79	10	11
rocessing)	44	61	25	14
ure	169	67	19	14
ources	25	80	4	16
	2	100	0	0
	31	68	26	6
TOTAL	<u>178</u>	<u>85</u>	<u>10</u>	<u>5</u>
on	38	92	3	5
vices	6	67	33	0
hanics	2	100	0	0
rocessing)	11	82	18	0
ure	107	82	11	7
ources	7	86	14	0
	3	100	0	0
	4	100	0	0
	<u>999</u>	<u>81</u>	<u>11</u>	<u>8</u>

TABLE 19

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
PERMIT CLASSES TO OBSERVE BUSINESS OPERATIONS
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E (by per cent)	
		YES	NO
FARM TOTAL	<u>322</u>	<u>87%</u>	<u>8%</u>
Agricultural Production	322	87	8
AGRICULTURAL FIRM TOTAL	<u>498</u>	<u>56</u>	<u>32</u>
Agricultural Production	124	62	29
Ag. Supplies and Services	42	60	28
Ag. Equipment and Mechanics	60	67	25
Ag. Products (Food Processing)	44	48	41
Ornamental Horticulture	170	49	34
Renewable Natural Resources	25	72	12
Forestry	2	100	0
Other	31	45	48
COMBINATION FARM/FIRM TOTAL	<u>179</u>	<u>81</u>	<u>12</u>
Agricultural Production	38	87	8
Ag. Supplies and Services	6	67	33
Ag. Equipment and Mechanics	2	100	0
Ag. Products (Food Processing)	11	91	9
Ornamental Horticulture	106	87	6
Renewable Natural Resources	7	86	14
Forestry	3	100	0
Other	4	75	0
TOTAL ALL CATEGORIES	<u>999</u>	<u>70</u>	<u>21</u>

TABLE 19

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
PERMIT CLASSES TO OBSERVE BUSINESS OPERATIONS
BY CATEGORY

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)		
		YES	NO	MAYBE
	<u>322</u>	<u>87%</u>	<u>8%</u>	<u>5%</u>
tion	322	87	8	5
L	<u>498</u>	<u>56</u>	<u>32</u>	<u>12</u>
tion	124	62	29	9
rvices	42	60	28	12
mechanics	60	67	25	8
rocessing)	44	48	41	11
ture	170	49	34	17
sources	25	72	12	16
	2	100	0	0
	31	45	48	7
TOTAL	<u>179</u>	<u>81</u>	<u>12</u>	<u>7</u>
tion	38	87	8	5
rvices	6	67	33	0
mechanics	2	100	0	0
rocessing)	11	91	9	0
ture	106	87	6	7
sources	7	86	14	0
	3	100	0	0
	4	75	0	25
	<u>999</u>	<u>70</u>	<u>21</u>	<u>9</u>

TABLE 20

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
 PROVIDE SUPERVISED OCCUPATIONAL EXPERIENCE FOR VOCATIONAL
 AGRICULTURE STUDENTS THROUGH EMPLOYMENT
 BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E (by per cent)	
		YES	NO
FARM TOTAL	<u>318</u>	<u>80%</u>	<u>9%</u>
Agricultural Production	318	80	9
AGRICULTURAL FIRM TOTAL	<u>491</u>	<u>49</u>	<u>28</u>
Agricultural Production	124	51	28
Ag. Supplies and Services	41	54	27
Ag. Equipment and Mechanics	61	66	11
Ag. Products (Food Processing)	42	48	40
Ornamental Horticulture	165	42	29
Renewable Natural Resources	25	68	16
Forestry	2	50	0
Other	31	26	48
COMBINATION FARM/FIRM TOTAL	<u>175</u>	<u>72</u>	<u>14</u>
Agricultural Production	38	76	16
Ag. Supplies and Services	6	33	67
Ag. Equipment and Mechanics	2	0	100
Ag. Products (Food Processing)	10	80	10
Ornamental Horticulture	105	72	8
Renewable Natural Resources	7	57	43
Forestry	3	67	33
Other	4	75	25
TOTAL ALL CATEGORIES	<u>984</u>	<u>63</u>	<u>19</u>

TABLE 20

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
 PROVIDE SUPERVISED OCCUPATIONAL EXPERIENCE FOR VOCATIONAL
 AGRICULTURE STUDENTS THROUGH EMPLOYMENT
 BY CATEGORY

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)		
		YES	NO	MAYBE
	<u>318</u>	<u>80%</u>	<u>9%</u>	<u>11%</u>
ion	318	80	9	11
L	<u>491</u>	<u>49</u>	<u>28</u>	<u>23</u>
ion	124	51	28	21
vices	41	54	27	19
chanics	61	66	11	23
rocessing)	42	48	40	12
ure	165	42	29	28
sources	25	68	16	16
	2	50	0	50
	31	26	48	26
TOTAL	<u>175</u>	<u>72</u>	<u>14</u>	<u>14</u>
ion	38	76	16	8
vices	6	33	67	0
chanics	2	0	100	0
rocessing)	10	80	10	10
ure	105	72	8	20
sources	7	57	43	0
	3	67	33	0
	4	75	25	0
	<u>984</u>	<u>63</u>	<u>19</u>	<u>18</u>

TABLE 21

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
ALLOW EMPLOYEES TO PROVIDE SHORT-TERM INSTRUCTION AT THE SCHOOL
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E (by per cent)	
		YES	NO
FARM TOTAL	<u>317</u>	<u>52%</u>	<u>31%</u>
Agricultural Production	317	52	31
AGRICULTURAL FIRM TOTAL	<u>486</u>	<u>50</u>	<u>32</u>
Agricultural Production	125	48	27
Ag. Supplies and Services	41	66	15
Ag. Equipment and Mechanics	59	58	32
Ag. Products (Food Processing)	39	49	31
Ornamental Horticulture	164	44	39
Renewable Natural Resources	25	64	24
Forestry	3	100	0
Other	30	33	54
COMBINATION FARM/FIRM TOTAL	<u>165</u>	<u>57</u>	<u>28</u>
Agricultural Production	37	62	22
Ag. Supplies and Services	3	33	67
Ag. Equipment and Mechanics	1	0	100
Ag. Products (Food Processing)	7	72	28
Ornamental Horticulture	105	54	28
Renewable Natural Resources	5	60	40
Forestry	3	100	0
Other	4	50	50
TOTAL ALL CATEGORIES	<u>968</u>	<u>52</u>	<u>31</u>

TABLE 21

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
ALLOW EMPLOYEES TO PROVIDE SHORT-TERM INSTRUCTION AT THE SCHOOL
BY CATEGORY

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)		
		YES	NO	MAYBE
	<u>317</u>	<u>52%</u>	<u>31%</u>	<u>17%</u>
lon	317	52	31	17
	<u>486</u>	<u>50</u>	<u>32</u>	<u>18</u>
lon	125	48	27	25
vices	41	66	15	19
chanics	59	58	32	10
rocessing)	39	49	31	20
ure	164	44	39	17
sources	25	64	24	12
	3	100	0	0
	30	33	54	13
TOTAL	<u>165</u>	<u>57</u>	<u>28</u>	<u>15</u>
lon	37	62	22	16
vices	3	33	67	0
chanics	1	0	100	0
rocessing)	7	72	28	0
ure	105	54	28	18
sources	5	60	40	0
	3	100	0	0
	4	50	50	0
	<u>968</u>	<u>52</u>	<u>31</u>	<u>17</u>

TABLE 22

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
ALLOW EMPLOYEES TO PROVIDE SHORT-TERM INSTRUCTION
AT THE BUSINESS
BY CATEGORY

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E (by per cent)	
		YES	NO
FARM TOTAL	<u>315</u>	<u>59%</u>	<u>22%</u>
Agricultural Production	315	59	22
AGRICULTURAL FIRM TOTAL	<u>477</u>	<u>43</u>	<u>39</u>
Agricultural Production	118	41	41
Ag. Supplies and Services	40	65	23
Ag. Equipment and Mechanics	59	49	32
Ag. Products (Food Processing)	39	36	54
Ornamental Horticulture	164	38	42
Renewable Natural Resources	24	66	17
Forestry	2	100	0
Other	31	29	55
COMBINATION FARM/FIRM TOTAL	<u>161</u>	<u>66</u>	<u>16</u>
Agricultural Production	36	78	3
Ag. Supplies and Services	3	33	67
Ag. Equipment and Mechanics	1	100	0
Ag. Products (Food Processing)	6	67	33
Ornamental Horticulture	103	51	18
Renewable Natural Resources	5	80	20
Forestry	3	100	0
Other	4	50	50
TOTAL ALL CATEGORIES	<u>953</u>	<u>53</u>	<u>29</u>

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TABLE 22

CONNECTICUT FARM AND AGRICULTURAL FIRM EMPLOYERS WHO WERE WILLING TO
ALLOW EMPLOYEES TO PROVIDE SHORT-TERM INSTRUCTION
AT THE BUSINESS
BY CATEGORY

	NUMBER OF EMPLOYERS RESPONDING	R E S P O N S E S (by per cent)		
		YES	NO	MAYBE
	<u>315</u>	<u>59%</u>	<u>22%</u>	<u>19%</u>
on	315	59	22	19
	<u>477</u>	<u>43</u>	<u>39</u>	<u>18</u>
on	118	41	41	18
ices	40	65	23	12
hanics	59	49	32	19
rocessing)	39	36	54	10
re	164	38	42	20
ources	24	66	17	17
	2	100	0	0
	31	29	55	16
TOTAL	<u>161</u>	<u>66</u>	<u>16</u>	<u>18</u>
on	36	78	3	19
ices	3	33	67	0
hanics	1	100	0	0
rocessing)	6	67	33	0
re	103	51	18	21
ources	5	80	20	0
	3	100	0	0
	4	50	50	0
	<u>953</u>	<u>53</u>	<u>29</u>	<u>18</u>
			<u>175</u>	

the data presented in Table 19, for all categories, 70 per cent said "yes", 21 per cent said "no", and nine per cent responded "maybe". Farmers were most likely to permit class observations with 87 per cent responding affirmatively. A total of 81 per cent of the combination farm and agricultural firm operators were willing to let classes observe if requested by a vocational agriculture teacher, while 56 per cent of the agricultural firm operators surveyed would allow classes to observe.

Data in Table 20 show the per cent of Connecticut farm and agricultural firm operators who were willing to provide supervised occupational experience for vocational agriculture students through employment. The data show that the farmers were most able to comply with this request. Affirmative responses were obtained from 80 per cent of the farmers, 49 per cent of the agricultural firm operators, and 72 per cent of the combination farm and agricultural firm employers. For all categories, 63 per cent responded "yes", 19 per cent said "no", and 18 per cent responded "maybe".

The employers were asked whether or not they would allow their employees to provide short-term instruction at the school. Data in Table 21 show that 968 employers responded to this question. For all categories, 52 per cent responded "yes", 31 per cent responded "no", and 17 per cent said "maybe". Fifty-two per cent of the farmers, 50 per cent of the agricultural firm operators, and 57 per cent of the combination farm and agricultural firm employers responded "yes" to the question.

The employers were also asked whether or not they would allow their employees to provide short-term instruction at the place of business. Sixty-six per cent of the combination farm and agricultural firm operators were willing to provide this service as were 59 per cent of the farmers and 43 per cent of the agricultural firm operators. For all categories,

53 per cent indicated that they would be willing to allow their employees to provide short-term instruction at the business, 29 per cent said "no", and 18 per cent responded "maybe".

Employers expressed some reluctance about allowing employees to provide the services discussed in Tables 21 and 22. Although not asked, it is hypothesized that the employers would have been more willing to provide short-term instruction either at the school or in the business than they would to have their employees provide it.

In addition to the five specific suggestions regarding what a farmer or agricultural firm operator would be willing to do for the vocational agriculture program, presented in Tables 18 through 22, the interviewers asked the agribusinessmen to specify other things they could do to help the vocational agriculture program. Following is a list of materials, activities and services the farmers and agricultural firm operators would be willing to provide to enrich the vocational agriculture program:

- Help teach accounting
- Attend or assist with adult classes
- Help teach agricultural advertising
- Serve on an advisory committee
- Provide animals for showmanship
- Provide instruction on apple production
- Provide bulletins and literature
- Sell flowers and vegetables wholesale for instructional purposes
- Provide career education for career day
- Provide career materials
- Serve as a career opportunities consultant
- Assist with Christmas production
- Teach the importance of communications
- Serve on a consulting committee
- Contact agricultural specialists for adult instruction
- Have class observe the cornfield program
- Assist with curriculum improvement
- Provide demonstrations
- Demonstrate how to care for a putting green
- Provide a discount for fruit sold by the FFA
- Discuss and explain the business
- Let students observe the dog training program
- Exchange ideas

Exhibit new products
 Loan equipment
 Explain operation of equipment
 Provide farm management assistance
 Sponsor a farm tour for elementary students
 Assist with field trips
 Provide films
 Attend the FFA banquet
 Provide greenhouse tours
 Serve as a guest lecturer
 Harrow the school gardens
 Assist with the horse judging contest
 Provide a horse course at the stable
 Provide horse instruction and help develop riding skills
 Help sponsor a horse show
 Let student observe a hydroponic grass growing operation
 Offer individual or group help concerning dairy
 Provide information on agricultural subject
 Provide instruction at business
 Provide laboratory services
 Milk
 Silage
 Soil
 Give lectures or talks
 Loan or provide materials
 Allow observation of a small dairy operation
 Provide off-season instruction
 Cooperate with organized training program
 Provide plant materials
 Provide products for training
 Assist with projects
 Help teach publicity, public relations, and promotion
 Rent equipment
 Let students observe research and plant breeding operation
 Provide a slide program
 Provide small engines for laboratory use
 Outline a spaying program
 Help develop specific veterinary skills
 Supply materials for open house
 Offer technical advice
 Provide test plots
 Provide tips on real estate
 Sponsor tours
 Provide a tractor for demonstration
 Provide a truck for instructional use
 Provide use of laboratory facilities, land and woodland
 Set up a visit to the regional market
 Provide volunteer services
 Work individually with vocational agriculture students

Data in Table 23 relate to the vocational agriculture services desired by Connecticut agricultural employers. The data show that for all categories, 72 per cent of the employers were of the opinion that the vocational agriculture program could serve them by offering adult education programs in agriculture. Forty-five per cent indicated a need for post high school technical training in agriculture and 23 per cent reported that other services were desired.

Adult education programs were desired by 77 per cent of the farmers, 74 per cent of the farm/firm operators, and 67 per cent of the agricultural firm operators. The need for post-high school technical training in agriculture was mentioned by 51 per cent of combination farm/firm operators, 46 per cent of the agricultural firm operators, and 39 per cent of the farmers.

The employers indicated that the vocational agriculture centers could further serve them by offering courses or instruction in the following:

Arboriculture	Dog Care
Advertising	Employment Opportunities Available
Animal Care and Handling	Engine Maintenance
Animal Diseases	Equiperation Sales and Management
Agricultural Chemicals	Farm Management
Agricultural Insurance Laws	Feeds and Feeding
Artificial Insemination	Fertilizers
Basic Electricity	First Aid
Bedding Plants	Floral Design
Bookkeeping	Floriculture
Breeding Programs	Food Processing
Business Practices and Management	Forages
Chain Saw Operation and Repair	Forest Management
Chemical Application	Freezing and Food Preservation
Communications	Fruit Farming
Community Awareness	Garden Equipment and Maintenance
Consumer Education	Generators
Crop Production and Management	Government Health and Safety
Current Agricultural Trends	Regulations
Dairy Production and Technology	Grounds Maintenance
Diesel Engines	Health Care
Disease Control	Horse Training and Management

Horseshoeing	Plant Care and Identification
Horticulture	Plumbing
Human Relations	Propagation
Hydraulics	Public Relations
Income Tax Preparation	Quality Control
Insecticide Regulations	Reading Blueprints
Kennel Operation	Record Keeping
Labeling and Packaging	Refrigeration
Labor Relations	Retailing
Landscaping	Sales and Salesmanship
Lawn Care	Sanitation
Land Use Control and Regulations	Saw Filing
Machinery Maintenance	Sire Selection
Marketing	Site Management
Meat Cutting	Small Engine Repair
Mechanics	Soils
Merchandizing	Terrariums
Milking	Transportation of Agricultural Products
Nursery Management	Tree Maintenance and Surgery
Nutrition	Turf Management
Occupational Safety and Health Act Regulations	Use of Hand Tools
Pasture Management	Veterinary Skills and Care
Personnel Management	Young Farmer Programs
Pesticides	Zoning

The employers also suggested ways in which the vocational agriculture centers could serve them other than by offering courses or providing instruction. It was suggested that the vocational agriculture center could serve as a placement center. Employers could look to the center as a source of part-time or short-term workers. Employers also felt that the center could serve as a referral center on technical agriculture questions. An agricultural reference library could also be made available. Other suggestions were that the center could organize tours, sponsor workshops, seminars or speakers, and serve as a liaison between the agricultural community and the general public. It was also suggested that facilities of the vocational agriculture center be made available periodically for special programs.

In addition to the objective data regarding employment opportunities and community resources collected in the study, certain subjective data

TABLE 23

VOCATIONAL AGRICULTURE SERVICES DESIRED BY CONNECTICUT AGRICULTURAL EMPLOYER

FARM/FIRM CATEGORY	NUMBER OF EMPLOYERS RESPONDING	S E R V I C E S (by per cent)	
		ADULT EDUCA- TION PROGRAMS IN AGRICULTURE	POST HIGH SCHOOL TECHN TRAINING AGRICULTURE
FARM TOTAL	<u>193</u>	<u>77%</u>	<u>39%</u>
Agricultural Production	193	77	39
AGRICULTURAL FIRM TOTAL	<u>331</u>	<u>67</u>	<u>46</u>
Agricultural Production	82	68	49
Ag. Supplies and Services	25	60	32
Ag. Equipment and Mechanics	51	59	33
Ag. Products (Food Processing)	21	48	33
Ornamental Horticulture	117	74	56
Renewable Natural Resources	18	83	56
Forestry	2	0	50
Other	15	73	13
COMBINATION FARM AND AG. FIRM TOTAL	<u>129</u>	<u>74</u>	<u>51</u>
Agricultural Production	29	72	34
Ag. Supplies and Services	1	100	100
Ag. Equipment and Mechanics	0	0	0
Ag. Products (Food Processing)	7	71	57
Ornamental Horticulture	85	73	54
Renewable Natural Resources	3	100	67
Forestry	1	100	100
Other	3	67	67
TOTAL - ALL CATEGORIES	<u>653</u>	<u>72</u>	<u>45</u>

TABLE 23

ONAL AGRICULTURE SERVICES DESIRED BY CONNECTICUT AGRICULTURAL EMPLOYERS

	NUMBER OF EMPLOYERS RESPONDING	S E R V I C E S (by per cent)		
		ADULT EDUCA- TION PROGRAMS IN AGRICULTURE	POST HIGH SCHOOL TECHNICAL TRAINING IN AGRICULTURE	OTHER
	<u>193</u>	<u>77%</u>	<u>39%</u>	<u>20%</u>
tion	193	77	39	20
AL	<u>331</u>	<u>67</u>	<u>46</u>	<u>24</u>
tion	82	68	49	27
ervices	25	60	32	20
mechanics	51	59	33	22
(Processing)	21	48	33	33
lture	117	74	56	23
Resources	18	83	56	11
	2	0	50	50
	15	73	13	40
AG. FIRM TOTAL	<u>129</u>	<u>74</u>	<u>51</u>	<u>24</u>
tion	29	72	34	17
ervices	1	100	100	0
mechanics	0	0	0	0
(Processing)	7	71	57	43
lture	85	73	54	24
Resources	3	100	67	67
	1	100	100	0
	3	67	67	33
\$	<u>653</u>	<u>72</u>	<u>45</u>	<u>23</u>

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were obtained from teacher-interviewers who were enrolled in a graduate course at the University of Connecticut during the fall semester, 1974. Following are sample responses from the teachers regarding their participation in the survey. The responses were based upon personal interviews with farmers and agricultural firm operators. They served as a sample of subjective teacher evaluations of changes needed and the direction to be taken by the program of vocational agriculture in Connecticut in the future. Therefore, they must be evaluated accordingly. The questions and responses are as follow:

1. What areas of the vocational agriculture program should be added or re-emphasized?

- more courses or units on small animal care
- more units on human relationships
- more realistic guidance and job orientation
- more instruction on agribusiness management, customer relations, salesmanship, promotion, and product knowledge
- more adult courses on agribusiness management
- more instruction in all areas of ornamental horticulture
- more emphasis on and practice of practical skills
- more use of production records and records of all kinds
- more emphasis on private ownership of small agribusinesses
- more emphasis on basic agricultural mechanics and small engine repair
- more units on dog care, breeding and management
- more instruction on chemical application, laws, and restrictions
- more units on horse management and care

- more adult courses on agricultural business skills
 - more instruction on career opportunities
2. What areas of the vocational agriculture program should be phased out or de-emphasized? What shifts of emphasis or changes should be made?

The consensus of the respondents was that no areas should be phased out. It was agreed that certain areas should be de-emphasized or the emphasis should be shifted.

- Continue basic production agriculture as the core of agricultural education, but shift emphasis to include care and management of small animals and pleasure animals
 - De-emphasize instruction in areas in which few job opportunities are available and shift emphasis to agribusiness skills
 - Continue to offer a broad program and focus on skills, concepts and content that can be generalized to many areas of agriculture
 - De-emphasize traditional production agriculture and emphasize instruction in agricultural service and related occupations
 - Increase emphasis in the care, repair and maintenance of agricultural equipment
 - Place more emphasis on enterprises which provide services for urban and suburban people
 - Shift emphasis to serving adults in all areas of horticulture and ornamental horticulture
3. What community resources were identified whereby the program of vocational agriculture could be enriched?

Vocational Agriculture teachers found that:

- Many farmers and agribusiness persons were willing to:
 1. Serve as resource speakers in the classroom
 2. Serve as resource persons at their place of business for groups or individuals

3. Provide observation experiences
 4. Employ students for supervised occupational experience
 5. Hire vocational agriculture graduates
 6. Offer facilities for FFA activities or class instruction
 7. Serve as a field trip site
 8. Provide demonstrations at the place of business or in the school
 9. Lend equipment for instructional purposes.
- The vocational agriculture program could serve farmers and agribusiness persons by:
 1. Offering adult courses
 2. Preparing qualified vocational agriculture graduates
 3. Making available selected school resources
 4. Providing information about the vocational agriculture program
 5. Sponsoring workshops and seminars on agricultural issues.
 - Many qualified people were willing to serve as members of the advisory committee
 - Farmers and agribusiness persons were very cooperative
 - Many untapped resources existed in the community
 - Farmers and agribusiness persons are interested in the program of vocational agriculture
 - Many farmers and agribusiness persons are potential contributors to the FFA Foundation.

CHAPTER IV

SUMMARY AND RECOMMENDATIONS

Summary

The purpose of the study was (1) to determine the employment opportunities for persons who have knowledge and skills in agricultural subjects and (2) to identify the community resources available to those involved in conducting programs of vocational agriculture in Connecticut. The study was designed to enumerate job possibilities, to determine where job openings in agriculture were located, to inform farmers and agricultural firm operators of the program of vocational agriculture, and to determine what resources in the community could be tapped to enrich the program of vocational agriculture offered in Connecticut.

At the state level, information was needed to assist in planning and in making decisions regarding programs to be developed, curricula to be offered, facilities to be erected or expanded, equipment to be installed, teachers to be prepared and towns and persons to be served. At the regional level, information was needed to enable the teachers of vocational agriculture to prepare students for existing employment opportunities in agriculture, to keep the teachers abreast of the changing knowledges and skills required by workers employed in agricultural occupations, and to aid them in fulfilling the training, supervised occupational experience program and placement functions of their job. In addition, information regarding community resources available on farms and in agricultural firms was needed to provide a base for strengthening the practical, instructional, and experiential aspects of the education of vocational agriculture students.

Another need was to educate agricultural employers regarding the vocational agriculture program. It was important that farmers and agricultural firm operators be aware that the vocational agriculture program existed, that it could provide a source of trained personnel, and that present employees could upgrade their knowledge and skills by enrolling in adult courses in agriculture.

Included in the survey were farms, non-farm agricultural firms, and farm/firm combinations that employed one or more agricultural workers. Non-agricultural firms, agencies, institutions and organizations who employ persons needing agricultural knowledge and skills were not included in the survey.

The study was designed to fulfill the stated needs through the cooperation of the State Consultant for Vocational Agriculture, the project staff, and the teachers of vocational agriculture. The staff surveyed the literature, identified the population and sample, developed the interview schedule, trained the teachers to conduct the interviews and compiled, analyzed and reported the results. To obtain the required data, the teachers conducted personal interviews with farmers and agricultural firm operators in their regions and disseminated information regarding the vocational agriculture programs. Graduate research assistants conducted interviews in areas of high sample concentration.

Findings

The major findings of the study were:

1. The estimated total annual workforce on Connecticut farms and in agricultural firms included in the population for the study was 80,316. Of these, 76,598 were paid workers while 3,718 were unpaid.

2. The largest number, 32,789, or 41 per cent of the estimated total annual workforce was found on farms. A total of 29,734 worked in agricultural firms and 17,793 worked for combination farms and agricultural firms.

3. According to the opinions of the agricultural employers surveyed, 21,794, or approximately 27 per cent, of the total workforce of 80,316 needed knowledge and skill in agriculture.

4. Of the estimated 21,794 full-time workers needing knowledge and skill in agriculture, 5,406 were employed on farms, 11,263 were employed in agricultural firms, and 5,125 were employed in combination farms and agricultural firms.

5. By instructional area, of the estimated 21,794 full-time workers needing knowledge and skill in agriculture, 8,354, or 38 per cent, were employed in agricultural production; 6,808, or 31 per cent, were employed in ornamental horticulture; 2,751, or 13 per cent, were employed in agricultural products; 1,211, or six per cent, were employed in natural resources; 966, or four per cent, were in agricultural mechanics; 874, or four per cent, were in agricultural sales and services; 721, or three per cent, were in other agriculture; and 109, or one per cent, were employed in forestry.

6. A total of 561 vacancies for full-time workers needing knowledge and skills in agriculture was reported during the survey period. A total of 307 vacancies was found in agricultural firms, 188 on combination farms and agricultural firms, and 66 on farms. By instructional area, the greatest number of vacancies existed in agricultural production and ornamental horticulture.

7. An estimated 4,958 replacements for workers who have knowledge and skills in agriculture will be needed by 1979, a five year period. A

total of 2,009 replacements will be needed in agricultural firms; 1,691, in combination farms and agricultural firms; and 1,258, on farms.

8. By instructional area, an estimated 2,042 replacement workers will be needed in agricultural production; 1,685, in ornamental horticulture; and 536, in agricultural products.

9. The 1979 projected work force for full-time workers needing knowledge and skill in agriculture is 24,855, an increase of 14 per cent over the current 1974 employment of 21,794.

10. For farms, the projected work force by 1979 was 6,010, an increase of 11 per cent over the current 1974 employment of 5,406.

11. The projected 1979 work force in agricultural firms was estimated to be 12,889, a 14 per cent increase over the current 1974 employment total of 11,263.

12. For combination farms and agricultural firms, the projected work force by 1979 was 5,956, an increase of 16 per cent over the 5,125 employed in 1974.

13. Of the 21,794 full-time workers needing knowledge and skills in agriculture, 18,471, or 85 per cent, were male and 3,323, or 15 per cent, were female.

14. Of the 5,406 full-time workers needing knowledge and skills in agriculture on farms, 4,793, or 89 per cent, were male and 613, or 11 per cent, were female.

15. Of the 11,263 full-time workers needing knowledge and skills in agriculture in agricultural firms, 9,580, or 85 per cent, were male while 1,683 or 15 per cent were female.

16. Of the 5,125 full-time workers needing knowledge and skills in agriculture on combination farms and agricultural firms, 4,098, or 80 per

cent, were male and 1,027, or 20 per cent, were female.

17. Of the estimated 6,935 part-time workers needing knowledge and skills in agriculture, 4,662, or 67 per cent, were male and 2,273, or 33 per cent, were female. Males composed 78 per cent of the part-time workers on farms, 59 per cent in agricultural firms, and 60 per cent on combination farms and agricultural firms.

18. The mean minimum weekly earnings of full-time workers needing knowledge and skills in agriculture was \$156. On farms the mean was \$149, in agricultural firms the mean was \$169, and on combination farms and agricultural firms the mean was \$141. The range of minimum weekly earnings varied greatly depending upon job title.

19. The mean maximum weekly earnings of full-time workers needing knowledge and skills in agriculture was \$230. Reported maximum weekly earnings ranged from \$70 to \$1,600. On farms the mean was \$207, in agricultural firms the mean was \$260, and on combination farms and agricultural firms, the mean maximum weekly earnings were \$200.

20. Employers reported that prior experience was required in 80 per cent of the cases for entry level employment on farms and agricultural firms in Connecticut.

21. Ninety-two per cent of the farmers' responses, 85 per cent of the combination farm and agricultural firm operators' responses, and 70 per cent of the agricultural firm operators' responses indicated that prior experience was required for entry level employment.

22. The high school diploma was the minimum formal educational level that the majority of Connecticut agricultural employers would accept for beginning employees. On farms, 42 per cent of the responses indicated that the minimum formal educational level required was a high

school diploma, in agricultural firms, 52 per cent; and on combination farms and agricultural firms, 42 per cent. For all categories, 12 per cent of the employers' responses indicated that the minimum formal educational level they would accept for beginning employees was a one or two year post-secondary program while 21 per cent indicated that education less than a high school diploma was sufficient for beginning employees.

23. Responses indicating that it was very difficult to hire qualified workers totaled 43 per cent for farmers, 41 per cent for combination farm/firm operators, and 32 per cent for agricultural firm operators.

24. Farmers reported that they experienced no difficulty in hiring qualified workers in 27 per cent of the cases, agricultural firm operators in 37 per cent of the cases, and combination farm and agricultural firm operators in 31 per cent of the cases.

25. On-the-job training is the primary way that Connecticut agricultural employees obtain additional training. For all categories, 96 per cent of the employers reported that on-the-job training was used. Special schools or programs are used by 28 per cent of the agricultural employers. A total of 16 per cent of the farmers reported that adult education in local schools was a method by which employees obtain additional training.

26. Employers identified many skills needed by their employees. Included was a vast array of technical, managerial and social skills.

27. Farmers were most likely to have hired vocational agriculture graduates in the past ten years. Forty-three per cent of the farmers, 39 per cent of the combination farm/firm operators, and 23 per cent of the agricultural firm operators stated that they had hired vocational agriculture graduates in the past ten years.

28. A total of 61 per cent of the Connecticut agricultural employers interviewed were familiar with the vocational agriculture program. Seventy-nine per cent of the farmers, 65 per cent of the combination farm/firm operators, and 48 per cent of the agricultural firm operators were familiar with the vocational agriculture program.

29. A total of 67 per cent of the Connecticut agricultural employers interviewed were familiar with the FFA. Eighty-three per cent of the farmers, 72 per cent of the combination farm and agricultural firm operators and 55 per cent of the agricultural firm operators stated that they were familiar with the FFA.

30. A total of 81 per cent of the Connecticut farm and agricultural firm operators surveyed were willing to permit individual students to observe business operations, 70 per cent were willing to permit classes to observe business operations, 63 per cent were willing to provide supervised occupational experience for vocational agriculture students through employment, 52 per cent were willing to allow their employees to provide short-term instruction at the school and 53 per cent were willing to allow their employees to provide short-term instruction at the business.

31. Employers identified a large number of resources they would be willing to provide to enrich the program of vocational agriculture offered in Connecticut.

32. Connecticut agricultural employers were of the opinion that the vocational agriculture program could best serve their needs by offering continuing education in agriculture. Seventy-two per cent of the employers desired adult education programs in agriculture while 45 per cent indicated a need for post-high school technical training in agriculture. Many areas in which instruction or courses could be offered were suggested and other

ways in which the vocational agriculture centers could serve farmers and agricultural firm operators were identified.

Recommendations

The following recommendations are made in regard to the maintenance, modification, and improvement of the program of vocational agriculture in Connecticut. The recommendations formulated by the writers were based upon the knowledge gained while involved in the planning, development and execution of the study. In addition, the recommendations were based upon the observations made during the study and the statistical findings of the survey. Although it is impossible to enumerate all of the recommendations and implications which may be drawn from the results of a study of this scope, selected recommendations which may have a significant impact on the program of vocational agriculture are presented.

The recommendations regarding programs of vocational agriculture are:

1. A broad based program of vocational agriculture in Connecticut should be offered to maintain the expanding workforce needing knowledge and skill in agriculture. An estimated total of 21,794, or approximately 27 per cent of the total annual workforce on Connecticut farms and in agricultural firms, needed knowledge and skills in agriculture.

2. In addition to continuing placement of students on farms, teachers of vocational agriculture in Connecticut should increase emphasis on the placement of students in agricultural firms for supervised occupational experience. Of the 21,794 full-time workers needing knowledge and skill in agriculture, 11,263, or approximately 52 per cent, were employed in agricultural firms. The reported mean minimum and the reported mean maximum earnings in agricultural firms were higher than on farms and combination farms and agricultural firms. During the survey period, a higher

number of vacancies, 307, were found in agricultural firms than were found on farms or combination farms and agricultural firms. In addition, only 23 per cent of the agricultural firm operators reported that they had hired vocational agriculture graduates in the last ten years.

3. Instruction in agricultural production and in ornamental horticulture should continue to serve as the primary instructional areas within the program of vocational agriculture in Connecticut. By instructional area, 38 per cent of the workers needing knowledge and skill in agriculture were employed in agricultural production while 31 per cent were employed in ornamental horticulture.

4. Additional attention should be given to helping students prepare for employment in the instructional area of agricultural products. A total of 2,751, or 13 per cent, of the workers were employed in agricultural products or food processing.

5. Sufficient flexibility should be provided in the program of vocational agriculture to allow for instruction in natural resources, agricultural mechanics, agricultural sales and services, forestry, and other agriculture. Agricultural mechanics and agricultural sales and services are integral parts of production agriculture and ornamental horticulture. The major employers of natural resources and forestry workers, state and federal agencies, were not included in the study. Knowledge and skill in these instructional areas are needed to keep agricultural production at a high level.

6. The program of vocational agriculture in Connecticut should be expanded to meet the existing and future employment needs. An estimated total of 561 vacancies for full-time workers needing knowledge and skill in agriculture were identified during the survey period. Also, an

estimated total of 4,958 replacement workers who have knowledge and skills in agriculture will be needed by 1979, a five year period. The highest number of replacement workers will be needed in agricultural production, ornamental horticulture and agricultural products. The 1979 projected work force for full-time workers needing knowledge and skill in agriculture is 24,855, an increase of 14 per cent over the current 1974 employment of 21,794.

7. Teachers of vocational agriculture should continue to encourage enrollment of both boys and girls in the program of vocational agriculture. Fifteen per cent of the full-time workers needing knowledge and skill in agriculture were female. Females composed 33 per cent of the part-time agricultural workforce.

8. Supervised occupational experience programs in agriculture should continue to receive high priority as an integral part of the vocational agriculture program. Employers reported that prior experience was required in 80 per cent of the cases for entry level employment on Connecticut farms and agricultural firms. The ratio of students to vocational agriculture teachers should be maintained at an optimum number so that proper placement and supervision can be provided.

9. Teachers of vocational agriculture should continue to place emphasis on the public relations and publicity aspects of the program. Sixty-one per cent of the Connecticut agricultural employers were familiar with the vocational agriculture program in their region while 67 per cent were familiar with the FFA. Farmers were the most familiar; agricultural firm operators were the least familiar.

10. Teachers should make more use of the resources and talent available within the agricultural community to enhance and enrich the

instructional program, both high school and adult. The resources are present and employers want to be involved. As director of the learning activity, each teacher should evaluate the quality of the resources available and should make more use of the large number of resources agricultural business persons said they would be willing to provide if asked.

11. A renewed emphasis should be placed on offering and publicizing adult education in agriculture, both for employers and employees. Agricultural workers expressed the need to keep their technical and management knowledge and skills up-dated. Seventy-two per cent of the employers who responded desired adult education programs in agriculture, yet, only 61 per cent were familiar with the vocational agriculture program. Instruction in business and financial management was needed in all areas.

12. Increased emphasis should be placed on helping vocational agriculture students become aware, explore, prepare for, and obtain placement in agricultural careers which will provide enough remuneration to sustain a moderate standard of living. Data, by job title, regarding current and projected employment, vacancies, earnings, and difficult-to-fill jobs provide many implications for career preparation and placement.

13. Employment opportunities and community resources in areas other than those included in this study should be identified. Single-operator farms and agricultural firms, and non-agricultural firms, agencies, institutions and organizations who employ persons who need knowledge and skill in agriculture were not included in the study.

14. Teachers of vocational agriculture should continue to collect employment opportunity and community resources data on a continuous basis in their own communities. Continuous interaction is needed to keep current with job openings, the needs of employers, and resources available.

Rapport established with the farmers and agricultural firm operators proved to be one of the most beneficial outcomes of the study.

15. Based upon the state findings, the regional results, and their observations while participating in the study, teachers of vocational agriculture should use their professional judgment regarding program improvements and modifications to be made. Continuous involvement and participation in state staff meetings, graduate education, and professional activities are needed if the program of vocational agriculture is to continue to meet the educational needs of persons employed in the dynamic field of agriculture.

APPENDIX A

INTERVIEW SCHEDULE

A SURVEY OF
EMPLOYMENT OPPORTUNITIES AND COMMUNITY
RESOURCES IN AGRICULTURE IN CONNECTICUT

INTERVIEWER _____ DATE _____
NAME OF BUSINESS _____
ADDRESS _____
_____ PHONE _____
PERSON INTERVIEWED _____ POSITION _____

CONDUCTED BY

TEACHERS OF VOCATIONAL AGRICULTURE

AND SUPPORTED BY

THE UNIVERSITY OF CONNECTICUT
SCHOOL OF EDUCATION

AND

CONNECTICUT STATE DEPARTMENT OF EDUCATION
DIVISION OF VOCATIONAL EDUCATION

F/F# _____
Reg# _____
Twn# _____

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INTERVIEW SCHEDULE

EMPLOYMENT OPPORTUNITIES AND COMMUNITY RESOURCES IN AGRICULTURE IN CONNECTICUT

1. IF FARM: What is (are) the primary product(s) sold? (Check all that apply)

____ 1. Dairy
____ 2. Livestock
____ 3. Poultry
____ 4. Fur bearing animal
____ 5. Nursery
____ 6. Florist
____ 7. Bedding plant
____ 8. Turf

____ 9. Forestry
____ 10. Tobacco
____ 11. Vegetable
____ 12. Fruit and nut
____ 13. Field crop
____ 14. Other (Specify) _____

2. What are the primary functions and services of the business and to what products or services do they apply? (Check all that apply and specify)

FUNCTION

PRODUCT(S) OR SERVICE(S)

____ 1. Construction _____
____ 2. Contracting _____
____ 3. Distribution _____
____ 4. Manufacturing _____
____ 5. Packaging _____
____ 6. Processing _____
____ 7. Production _____
____ 8. Purchasing _____
____ 9. Recreation _____
____ 10. Retailing _____
____ 11. Service _____
____ 12. Transporting _____
____ 13. Warehousing _____
____ 14. Wholesaling _____
____ 15. Other (Specify) _____

3. Total number of different paid employees (including management) in this business in the course of a year _____.

4. Total number of unpaid family or volunteer workers in the course of a year _____.

 ITEMS 5 THROUGH 16 SHOULD BE ANSWERED
 ON THE TABLE FORMAT PROVIDED

5. What are the job titles of your employees? (List all job titles of business in spaces provided.)
 6. For each job title listed, is knowledge and skill in agriculture needed? (Indicate "Yes" or "No" in space provided.)
-
- ITEMS 7 THROUGH 16 SHOULD BE ANSWERED
 ONLY FOR THOSE JOB TITLES IN WHICH A
 "YES" RESPONSE WAS GIVEN FOR QUESTION 6
-
7. For each job title in which knowledge and skill in agriculture is needed, indicate:
 1. Number of full-time employees in this job today (M and F).
 2. Number of part-time employees (less than 32 hours per week) in this job today (M and F).
 3. Maximum number of seasonal employees at any time and season of maximum (1=Winter, 2=Spring, 3=Summer, 4=Fall).
 4. Minimum number of seasonal employees at any time and season of minimum (1=Winter, 2=Spring, 3=Summer, 4=Fall).
 8. How many full-time employees will this business need in each job title five years from now? (Indicate projected number for each job title.)
 9. How many full-time employees, on the average, do you need to keep this job filled? (Indicate number for each job title.)
 10. How many vacancies do you currently have in this job for full-time employees? (Indicate number for each job title.)

11. What is the minimum formal educational level you would accept for beginning employees in this job? (Indicate number of level applicable for each job title.)

1. Less than high school
2. High school graduate
3. Post secondary one or two year program
4. College graduate
5. Advanced degree program
6. Specialized training program

12. Is prior experience in agriculture required to enter this job? (Indicate "Yes" or "No" for each job title.)

13. How difficult is it to hire qualified employees for this job? (Indicate number of response choice for each job title.)

1. Very difficult
2. Somewhat difficult
3. Not difficult

14. What is your minimum rate of pay for an experienced full-time worker in this job? (Indicate amount and pay period for each full-time job title listed.)

15. What is your maximum rate of pay for an experienced full-time worker in this job? (Indicate amount and pay period for each full-time job title listed.)

16. What is your rate of pay for a part-time worker in this job? (Indicate amount and pay period for each part-time or seasonal job title listed.)

(ON ALL PAY ITEMS 14 THROUGH 16, IF RATE OF PAY IS HOURLY, INDICATE IN THE PARENTHESES PROVIDED THE ESTIMATED HOURS PER WEEK EMPLOYED.)

 THE REMAINING SCHEDULE ITEMS SHOULD
 BE ANSWERED DIRECTLY ON THE FORM

17. What new skills do these employees need? (i.e., those from items 7 - 16)

<u>Skills</u>	<u>No. Needing Skills</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

18. How do your employees get additional training?

- ☐ 1. On-the-job training
☐ 2. Specialized training schools or programs
☐ 3. Adult education programs in local schools
☐ 4. None of the above
☐ 5. Other (Specify) _____

19. What new job titles may become available in this business in the next five years?

<u>Jobs</u>	<u>Est. No. Needed</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

20. Has this business hired vocational agriculture graduates in the last ten years?

- ☐ 1. Yes
☐ 2. No
☐ 3. Uncertain

21. Are you familiar with the vocational agriculture program in this region?

- ☐ 1. Yes
☐ 2. No

22. Are you familiar with the FFA (Future Farmers of America)?

- ☐ 1. Yes
☐ 2. No

23. If requested by vocational-agriculture teachers, would your business: (Indicate "Yes", "No" or Maybe "?" for each item below.)

- ☐ 1. Permit individual students to observe business operations?
☐ 2. Permit classes to observe business operations?
☐ 3. Provide supervised occupational experience for vocational-agriculture students through employment?
☐ 4. Allow employees to provide short-term instruction at the school?
☐ 5. Allow employees to provide short-term instruction at your business?
☐ 6. Assist the school in any ways not already mentioned? (Specify) _____

24. What services would you like the vocational-agriculture centers to provide for your business?

- ☐ 1. Provide adult education programs in agriculture for you or your employees.
☐ 2. Offer post-high school technical training in agriculture.
☐ 3. Other (Specify) _____

														Code	125	
														5. JOB TITLE	F/P Reg Temp	
														Agricultural Knowledge and Skill Needed		6.
														Male	Current Number of Full-Time Employees	7.
														Female		
														Male	Current Number of Part-Time Employees	7.
														Female		
														Total	Maximum Number of Seasonal Employees	7.
														Season		
														Total	Minimum Number of Seasonal Employees	7.
														Season		
														Five Year Projection		8.
														Yearly Turnover		9.
														Vacancies Now		10.
														Minimum Formal Educational Level		11.
														Experience in Agriculture Required?		12.
														Difficulty in Hiring Employees?		13.
00	00	00	00	00	00	00	00	00	00	00	00	00	00	Amount per pay period	Minimum Rate of Pay for Full-Time	14.
/	/	/	/	/	/	/	/	/	/	/	/	/	/	Avg. hrs. /wk. (if hourly)		
(	(	(	(	(	(	(	(	(	(	(	(	(	(			
00	00	00	00	00	00	00	00	00	00	00	00	00	00	Amount per pay period	Maximum Rate of Pay for Full-Time	15.
/	/	/	/	/	/	/	/	/	/	/	/	/	/	Avg. hrs. /wk. (if hourly)		
(	(	(	(	(	(	(	(	(	(	(	(	(	(			
00	00	00	00	00	00	00	00	00	00	00	00	00	00	Amount per pay period	Part-Time Rate of Pay	16.
/	/	/	/	/	/	/	/	/	/	/	/	/	/	Avg. hrs. /wk. (if hourly)		
(	(	(	(	(	(	(	(	(	(	(	(	(	(			

APPENDIX B

NON-FARM CATEGORY LISTINGS

Abattoirs	Horse Breeders
All-Terrain Vehicles	Horse Dealers
Animal Breeding--Small	Horse Training
Animal Shelter	Horse Transporting
Animals--Laboratory Use	Ice Cream--Mfg. & Dist.
Associations	Insecticides
Auctioneers	Insemination Service--Artificial
Butter	Irrigation Systems & Equipment
Campgrounds	Kennels
Cattle Breeding	Landscape Architects
Cheese	Landscape Contractors
Cider	Lawn Maintenance
Cigar, etc. Mfgs.	Lawn Mowers--Sharpening & Repair
Crop Dusting	Limestone--Agricultural
Dairies	Livestock
Dairy Equip. and Supplies	Lobstermen
Dairy Products--Wholesale	Meat Packers
Dog Grooming	Meat--Wholesale
Eggs--Wholesale	Nurserymen
Evergreens	Nursery Stock--Wholesale
Farm Equipment	Parks
Farm Products	Peat Moss
Farriers--Blacksmiths	Pet Shops
Feed Dealers	Pet Transporting
Feed--Wholesale and Mfg.	Potato Distributors
Fertilizers	Poultry & Game
Firewood	Poultry Services
Fish Hatcheries	Riding Academies
Florists--Retail	Saddlery & Harness
Florists--Supplies	Sausages
Florists--Wholesale	Sawmills
Flower Arranging	Seeds & Bulbs
Food Brokers	Seed Growers
Food Processing	Site Planners
Food Products	Sod and Sodding Service
Foresters	Stables
Frozen Food Processors	Taxidermists
Fruit and Produce Packers	Tobacco Leaf--Wholesale
Fruit and Produce--Retail	Tobacco Processing
Fruit and Produce--Wholesale	Top Soil
Fur Skins--Raw	Tractors--Farm
Garden Centers	Trailers--Horse
Garden Equipment and Supplies	Tree Service
Greenhouses	Veterinarian Equipment & Supplies
Hatcheries--Poultry	Veterinarians
Herbs	Zoos

APPENDIX C

STATE VOCATIONAL AGRICULTURE CONSULTING COMMITTEE

1973-1976

Three-Year Terms to Expire in 1976

Mr. Harold Bishop
Connecticut Pomological Society
Woodstock, Connecticut 06281

Mr. Albert C. Fisher, Manager
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Mr. Robert deC. Hughes
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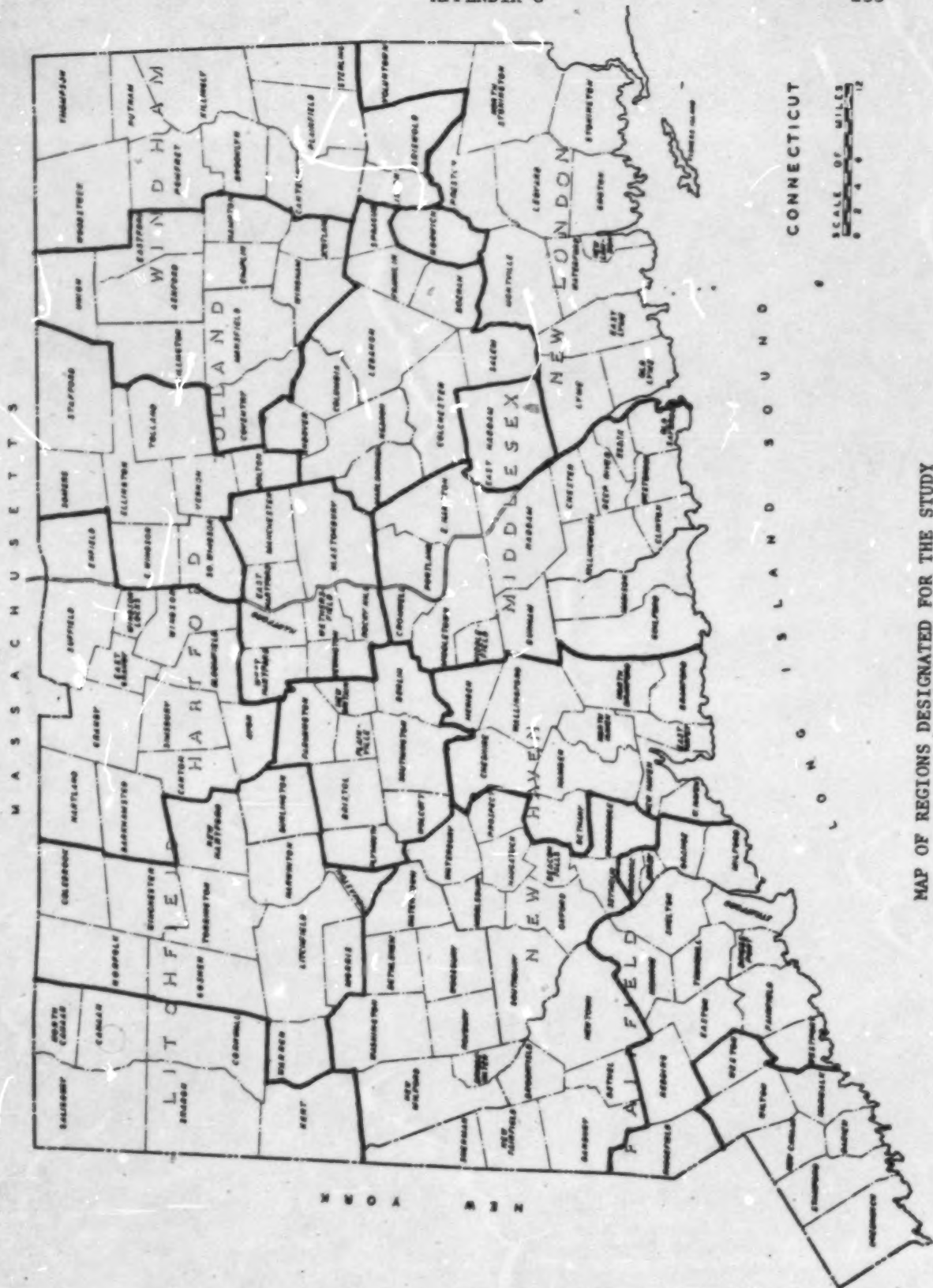
APPENDIX F

(Continued)

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*Department Head



MAP OF REGIONS DESIGNATED FOR THE STUDY